

# ATTACHMENT 2A

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**JENNER & BLOCK LLP**  
 330 N. WABASH AVENUE  
 CHICAGO, ILLINOIS 60611  
 (312) 222-9350

CRST INTERNATIONAL, INC.  
 C/O MOYER & BERGMAN, P.L.C.  
 2720 FIRST AVENUE, N.E.  
 CEDAR RAPIDS, IA 52402  
 ATTN: DAVID RUSCH

INVOICE # 9081929

NOVEMBER 19, 2007

CLIENT NUMBER - 43272-000

FOR PROFESSIONAL SERVICES RENDERED  
 THROUGH OCTOBER 31, 2007

EEOC LITIGATION

MATTER NUMBER - 10048

9/27/07	JHM	.50	Telephone conference with D. Rusch re [REDACTED] reviewed news articles; memo to C. Rozycki and R. Markowski re same.	387.50
9/27/07	BL	.50	Conferred with J. Mathias re new harassment litigation filed by EEOC; reviewed press coverage re same.	325.00
9/28/07	RTM	1.75	Prepared for and attended conference call with client re [REDACTED] followed up re same.	1,137.50
9/28/07	JHM	2.00	Prepared for conference call with D. Rusch, J. Smith, and W. Brackey; reviewed EEOC complaint and related strategy; follow up conference with R. Markowski, C. Rozycki and B. Levenstam re assignments; reviewed draft message to fleet drivers; conference with C. Rozycki re same.	1,550.00
9/28/07	BL	2.25	Received and reviewed complaint and EEOC documents; attend conference call meeting with J. Mathias, C. Rozycki, R. Markowski, clients, and client's Iowa counsel; received and reviewed correspondence re same; reviewed and edit C. Rozycki edits to proposed language for	1,462.50

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notice.

9/28/07	CJR	4.00	Reviewed complaint and analysis, attachments and articles re EEOC sex harassment suit; reviewed and prepared e-mails re same; prepared questions for client; telephone conference with clients re [REDACTED] worked on messages to managers and drivers; met with R. Markowski and telephone conference with J. Mathias, B. Levenstam and T. Wolle re same; prepared and reviewed e-mails re same; met with A. Hirth and D. Mungerson re research issues.	2,000.00
9/29/07	JAH	5.00	Researched standards for [REDACTED] liability for constructive discharge precipitated by supervisor's alleged sexual harassment; drafted memo re same.	1,500.00
10/01/07	RTM	1.00	Prepared for and participated in conference call with client re [REDACTED] [REDACTED] reviewed research materials.	650.00
10/01/07	JHM	.25	Conference with R. Markowski re draft communication to fleet drivers.	193.75
10/01/07	BL	1.00	Reviewed revised releases to fleet managers, training drivers, and drivers; conferred with J. Mathias re work on preparing defense of EEOC claim.	650.00
10/01/07	CJR	3.00	Telephone conference with clients re [REDACTED] [REDACTED] reviewed and prepared e-mails re same and re research issues and additional facts; worked on revisions to messages.	1,500.00
10/01/07	JAH	5.00	Researched [REDACTED] [REDACTED] Ellerth standard; drafted memo re same.	1,500.00
10/02/07	RTM	.25	Followed up with C. Rozycki re research and fact gathering activities.	162.50

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10/02/07	CJR	4.00 / -1.00	<div style="border: 1px solid black; padding: 2px; display: inline-block;">REDACTED</div> analyzed action items; reviewed and prepared numerous e-mails to and from R. Markowski, J. Mathias, B. Levenstam, T. Wolle and clients re information needed, research issues, procedure, [REDACTED] locating lead driver, obtaining files from EEOC and relations with EEOC.	2,000.00 / -500.00
10/02/07	JAH	6.00	Researched [REDACTED] [REDACTED] [REDACTED] Ellerth/Faragher affirmative defense; researched whether constructive discharge [REDACTED] constitutes a tangible employment action for purposes of Ellerth/Faragher affirmative defense; prepared memo re same.	1,800.00
10/03/07	RTM	1.25	Telephone conference with J. Mathias and drafted follow-up e-mail to T. Wolle; office conference with C. Rozycki re same; telephone conference with B. Tyndall (EEOC); followed-up re [REDACTED] with e-mails to D. Rusch, J. Mathias, and T. Wolle.	812.50
10/03/07	JHM	1.00	Telephone conference with J. Smith re [REDACTED] [REDACTED] [REDACTED] conference with R. Markowski re same; reviewed correspondence re status and proposed meeting with EEOC.	775.00
10/03/07	CJR	1.50	Reviewed and prepared e-mails to and from A. Hirth re research issues; reviewed and prepared e-mails to and from R. Markowski, J. Mathias and T. Wolle re claims and EEOC meeting; telephone conference with R. Markowski re same.	750.00
10/04/07	RTM	.75 / .75	Followed-up re meeting arrangements with EEOC;	487.50 / -487.50

REDACTED

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10/04/07	JHM	.25	Reviewed correspondence re status.	193.75
10/04/07	CJR	4.00 / -4.00	Reviewed research memo from A. Hirth re supervisor status, [REDACTED] as a tangible employment action, and [REDACTED] training issues; reviewed and prepared e-mails to and from and met with A. Hirth re same and re additional research issues;	2,000.00 / -2,000.00
			<div style="border: 1px solid black; padding: 2px; display: inline-block;">REDACTED</div>	
10/04/07	JAH	4.00	Revised memo re constructive discharge and Ellerth/Faragher affirmative defense.	1,200.00
10/05/07	RTM	1.75	Followed-up re e-mail from M. Gannon; office conference with C. Rozycki re status of various matters; telephone conference with B. Tyndall re arrangements for initial meeting with EEOC counsel; drafted e-mail to D. Rusch re [REDACTED] [REDACTED] telephone conference with D. Rusch re [REDACTED] drafted e-mail to C. Rozycki re same.	1,137.50
10/05/07	JHM	.50	Reviewed correspondence from T. Wolle; reviewed R. Markowski correspondence re [REDACTED] allegations; reviewed EEOC correspondence re meeting.	387.50
10/05/07	CJR	3.00	Reviewed and prepared e-mails to and from R. Markowski, T. Wolle and clients re sex harassment complaint, procedure, documents and document retention; telephone conference with R. Markowski re same; reviewed and met with A. Hirth re research; reviewed document hold draft from R. Markowski.	1,500.00
10/05/07	JAH	3.00	Researched definition of 'tangible employment action' within meaning of Ellerth/Faragher defense; revised	900.00

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(312) 222-9350memorandum re tangible employment  
benefit.

10/06/07	JAH	2.00	Researched court's deference to EEOC policy manual; researched standards of due care for employers to satisfy Ellerth/Faragher defense.	600.00
10/08/07	RTM	.75	Work re document hold memo and followed-up with C. Rozycki re same and related matters; drafted e-mail to D. Rusch re [REDACTED]	487.50
10/08/07	CJR	2.50	Reviewed and prepared e-mails re document hold notice; worked on same; reviewed draft research memo re lead driver supervisor status and [REDACTED] as tangible employment action; met with A. Hirth re analysis.	1,250.00
10/08/07	JAH	5.00	Researched availability of Ellerth affirmative defense; revised memorandum on definition of tangible employment action under Ellerth; conferenced with C. Rozycki re same.	1,500.00
10/09/07	RTM	2.00	Telephone conference with D. Rusch re [REDACTED] followed-up with C. Rozycki re same; telephone conference with J. Smith re points for EEOC meeting; reviewed A. Hirth research and followed-up re same with C. Rozycki and A. Hirth.	1,300.00
10/09/07	JHM	.50	Reviewed correspondence and research re issues involved in EEOC suit.	387.50
10/09/07	CJR	4.50	Reviewed research memo from A. Hirth; reviewed and prepared e-mails to and from A. Hirth re research issues; reviewed and prepared e-mails to and from R. Markowski re files, retention and EEOC procedures; reviewed and prepared e-mail to J. Mathias and R. Markowski re research; prepared e-mail to and from J. Mathias and R. Markowski re [REDACTED]	2,250.00

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10/09/07	JAH	2.00	Drafted email to R. Markowski re availability of Ellerth defense and [REDACTED] definitions of supervisor and tangible employment action.	600.00
10/10/07	RTM	1.00	Followed-up with C. Rozycki re status of activity and coordination with Moyer & Bergman; followed-up re waiver of service and transmit waiver to EEOC counsel; reviewed materials received from T. Wolle.	650.00
10/10/07	CK	3.00	Created notebook of cases cited in J. Hirst research memorandum for R. Markowski review; conducted Westlaw and Lexis research re same; organized client documents for R. Markowski review; prepared client documents for imaging and J. Mathias review.	705.00
10/10/07	CJR	2.00	Reviewed and prepared e-mails re research, service and files; reviewed and prepared e-mails re document hold; telephone message and e-mail to K. Visser re document hold; met with A. Hirth re research issues; worked on file material review.	1,000.00
10/11/07	RTM	1.00	Reviewed materials received from T. Wolle and follow-up; reviewed A. Hirth research memo; reviewed materials in preparation for initial EEOC meeting.	650.00
10/11/07	JHM	.75	Reviewed correspondence re status and results of research.	581.25
10/11/07	CJR	4.00	Reviewed and prepared e-mails to and from and telephone conference with K. Visser re document hold notice; prepared revisions and e-mail to K. Visser re same; reviewed and prepared e-mails to and from A. Hirth re research; worked on file review and analysis.	2,000.00
10/12/07	RTM	.25	Followed-up with C. Rozycki re document preservation communications and reviewed materials re same.	162.50

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10/12/07	JHM	.25	Reviewed correspondence re proposed document hold.	193.75
10/12/07	CJR	1.00	Reviewed and prepared e-mails and telephone conferences re document hold; worked on review of documents.	500.00
10/12/07	JCH	1.25	Prepared binders of cases cited in J. Hirth research memo.	156.25
10/13/07	JHM	.25	Reviewed correspondence re FOIA request.	193.75
10/15/07	RTM	.25	Followed-up with C. Rozycki re status.	162.50
10/15/07	JHM	.25	Reviewed correspondence from C. Rozycki re FOIA request and re document hold procedures.	193.75
10/15/07	CJR	2.00	Reviewed and prepared e-mails re EEOC file; telephone conference with A. Hirth re same; reviewed and prepared e-mails re document hold notice; prepared messages to D. Rusch re [REDACTED] reviewed research memo from A. Hirth re procedural issues re EEOC and private suit and re FOIA request to obtain EEOC file.	1,000.00
10/15/07	JAH	3.00	Researched standards for proving Ellerth/Faragher affirmative defense; prepared memo re same.	900.00
10/16/07	RTM	.25	Reviewed research re FOIA issue.	162.50
10/16/07	JHM	.25	Reviewed correspondence re results of research.	193.75
10/16/07	CK	.25	Prepared copies of client materials for A. Hirth review.	58.75



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10/16/07	CJR	2.00	Met with A. Hirth re procedural research issues and file review; prepared message to C. Kras re file; reviewed and prepared messages and e-mails re document retention; reviewed and prepared e-mails re research issues and memos and fact/document review.	1,000.00
10/17/07	JHM	.25	Reviewed correspondence re document hold and retention procedures.	193.75
10/17/07	CJR	3.00	Telephone conference with D. Rusch and clients and K. Visser and T. Wolle re [REDACTED] prepared e-mails re same.	1,500.00
10/17/07	JAH	2.50	Reviewed documents produced to EEOC by CRST; prepared index of same.	750.00
10/18/07	RTM	1.25	Telephone conference with D. Rusch re [REDACTED] telephone conference with W. Brackey and J. Barnes re recent claims experience and related matters; followed-up with C. Rozycki re same.	812.50
10/18/07	JHM	.25	Reviewed correspondence re driver logs.	193.75
10/18/07	CJR	4.50/-4.50	Telephone conferences with R. Markowski re document retention issues; prepared and reviewed e-mails to and from K. Visser and T. Wolle and R. Markowski re same; revised same; telephone conference with A. Hirth re document review;	2,250.00/-2250.00 <sup>ca</sup>

REDACTED

reviewed and prepared e-mails to and from R. Markowski, J. Mathias and A. Hirth re facts re individual claims;

REDACTED

ALL PAYMENTS DUE WITHIN 30 DAYS OF INVOICE

Federal Identification No. 36-2192554

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10/18/07	JAH	5.00	Reviewed documents CRST produced in response to EEOC requests; created index re same.	1,500.00
10/19/07	RTM	1.75	Office conference with C. Rozycki re CRST claims and related matters; prepared for EEOC meeting; reviewed materials re document preservation notice; prepared for EEOC meeting.	1,137.50
10/19/07	JHM	.25	Reviewed correspondence in document retention procedures; reviewed correspondence re reasons for termination of [REDACTED] (driver).	193.75
10/19/07	CJR	7.00 <i>/-7.00</i>	Reviewed faxes from client re [REDACTED] telephone conference with R. Markowski re same and re retention notice and logs; prepared e-mail to A. Hirth re sex harassment complaint chart; prepared message for T. Wolle; prepared e-mail to K. Visser re retention and complaint process;	3,500.00 <i>/-3,500.00</i>

REDACTED

10/19/07	JAH	7.00	Reviewed CRST documents; prepared index of same; prepared chart of sexual discrimination charges.	2,100.00
10/20/07	RTM	1.00	Reviewed Monika Starke materials and work re chronology.	650.00
10/21/07	RTM	3.00	Reviewed Moyer & Bergman materials;	1,950.00

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			prepared for meeting with EEOC; work re case outline.	
10/21/07	JAH	3.75	Prepared chart of sexual discrimination charges against CRST by [REDACTED]	1,125.00
10/22/07	RTM	4.50	Prepared for EEOC meeting; continued to review background documents; office conference with J. Mathias; office conference with J. Mathias and C. Rozycki re analysis of issues and strategy for initial EEOC meeting.	2,925.00
10/22/07	JHM	4.75	Meeting with R. Markowski and C. Rozycki re EEOC meeting; reviewed background material; prepared for meeting with EEOC.	3,681.25
10/22/07	CJR	4.00 / -4.00	Reviewed R. Markowski outline; [REDACTED] telephone conference with A. Hirth re chart of complaints; met with J. Mathias and R. Markowski re meeting EEOC; reviewed chart of complaints;	2,000.00 / -2,000.00
10/22/07	JAH	8.25	[REDACTED] Prepared chart of [REDACTED]; prepared index of documents [REDACTED]	2,475.00
10/23/07	RTM	5.75	Prepared for and attended meeting with J. Kamp and B. Tyndall at EEOC; telephone conference with D. Rusch and M. Gannon re [REDACTED] continued review of personnel materials; work re case outline; e-mail exchanges with J. Mathias and C. Rozycki re [REDACTED]; followed-up re Mitsubishi case filings.	3,737.50
10/23/07	JHM	3.25	Prepared for and attended meeting with EEOC counsel; follow-up report to D. Rusch re [REDACTED] reviewed correspondence with EEOC attorneys; reviewed and responded to correspondence from D. Rusch.	2,518.75

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10/23/07	CK	.25	Prepared copies of client materials for R. Markowski review.	58.75
10/23/07	CJR	7.00/-5.00	<p>Reviewed and prepared e-mails re meeting with EEOC; [REDACTED] meetings with J. Mathias and R. Markowski; meeting with EEOC attorneys J. Kamp and B. Tyndall; telephone conference with D. Rusch re [REDACTED] reviewed and prepared e-mail to and from D. Rusch, K. Visser and T. Wolle re document retention requests; met with A. Hirth re various tasks re obtaining Mitsubishi and Dial files, research re EEOC protective order, file binders and organization; [REDACTED]</p> <p>reviewed and prepared e-mails re defensive information to gather and analyze; [REDACTED]</p>	3,500.00 / 2500.00
10/23/07	JAH	3.50	Prepared index of documents received from CRST to date; prepared bound copies for team; conferenced with C. Rozycki re: chart of known claimants against CRST.	1,050.00
10/24/07	RTM	4.50	<p>Reviewed personnel files; work re chronology; followed-up with T. Wolle re results of efforts by Marlin Investigations to locate [REDACTED] reviewed EEOC research relating to potential defenses; drafted memo to J. Mathias re same; telephone conference with D. Rusch and M. Gannon re [REDACTED] followed-up with S. Randall re same; reviewed materials re [REDACTED]</p>	2,925.00
10/24/07	JHM	.25	Reviewed correspondence re procedure for retaining driver logs.	193.75
10/24/07	CJR	3.00	Reviewed and prepared e-mails to and from T. Wolle re Iowa law; reviewed opinions	1,500.00

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			sent to EEOC re CRST; reviewed chart of sex harassment claims; reviewed e-mails re retention driver logs; reviewed and prepared e-mails re staffing; reviewed and prepared e-mails re [REDACTED]	
10/24/07	JAH	1.50	Researched other cases involving Judge Reade and CRST, EEOC, or Title VII sexual harassment cases.	450.00
10/25/07	RTM	2.75	Reviewed research re possible defenses to EEOC complaint; followed-up with J. Mathias and C. Rozycki re same; office conference with C. Rozycki re strategy re EEOC [REDACTED]; followed-up [REDACTED]; followed-up with J. Barnes re [REDACTED]	1,787.50
10/25/07	JHM	1.00	Various conferences with R. Markowski and C. Rozycki re strategy for dealing with new claims and [REDACTED]; reviewed A. Hirth memo re results of research re EEOC class actions; reviewed correspondence re investigative effort to locate driver [REDACTED].	775.00
10/25/07	CK	.75	Reviewed case file indexes re retrieval of select pleadings from CRST v. Hunt litigation for A. Hirth review; telephone conferences with A. Hirth re same; prepared legal memorandum and binder of case law for C. Rozycki review.	176.25
10/25/07	CJR	2.00	Reviewed and prepared e-mails re EEOC authority; [REDACTED]; [REDACTED]; [REDACTED].	1,000.00
10/25/07	JAH	3.25	Researched other cases before Judge Linda Reade of the N.D. Iowa involving the EEOC, Title VII sexual harassment or discrimination, or CRST; contacted Docketing re retrieval of docket sheets and	975.00

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court documents re same.

10/26/07	RTM	5.75 / -2.00	Reviewed research related to potential defenses and related issues; followed-up with J. Mathias re same; office conference with J. Mathias and C. Rozycki re strategy re [REDACTED]; followed-up re [REDACTED] investigation efforts; [REDACTED] drafted e-mail to W. Brackey re [REDACTED]	3,737.50 / -1,300.
10/26/07	JHM	.75	Reviewed correspondence from R. Markowski to Wes Brackey re [REDACTED]; meeting with R. Markowski and C. Rozycki re status and strategy for dealing with [REDACTED]	581.25
10/26/07	BL	1.25	Obtained and reviewed Judge Gotschall decision in EEOC v. IPA case; conferred with R. Markowski re same.	812.50
10/26/07	CJR	3.00 / -1.00	Reviewed and prepared e-mails to and from J. Mathias and R. Markowski re [REDACTED] reviewed and prepared e-mails to and from A. Hirth re EEOC cases before Judge Reade; met with J. Mathias and R. Markowski re case; [REDACTED] reviewed and analyzed opinion in EEOC v. IPA re trial burdens in EEOC pattern and practice hostile work environment cases.	1,500.00 / -500. <sup>02</sup>
10/26/07	JAH	2.25	Collecting and indexing pleadings from EEOC v. Dial and EEOC v. Mitsubishi; corresponding with C. Rozycki re Iowa cases pleadings filed by EEOC in front of	675.00

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Judge Read.

10/28/07	JHM	.25	Reviewed correspondence from R. Markowski re EEOC v. IPA decision.	193.75
10/29/07	RTM	1.00	Telephone conference with B. Tyndall re various matters; drafted e-mail to D. Rusch, W. Brackey, and M. Gannon [REDACTED] followed-up re [REDACTED] investigation.	650.00
10/29/07	JHM	.25	Reviewed R. Markowski summary of his correspondence with EEOC counsel Brian Tyndale.	193.75
10/29/07	CJR	.25	Reviewed e-mail from R. Markowski re: communication with EEOC; reviewed and prepared e-mails to and from J. Barnes and R. Markowski re: [REDACTED] [REDACTED].	125.00
10/29/07	JAH	5.25	Researched protective orders in EEOC filed cases, including those in the Dial and Mitsubishi cases; reviewed EEO Compliance Manual re same; reviewed recent N.D. Ill decision on bifurcated trials in EEOC initiated pattern and practice cases in the hostile work environment/sexual harassment context; retrieved cited cases for C. Rozycki.	1,575.00
10/30/07	RTM	1.50	Followed-up re [REDACTED] investigation; reviewed documents related to recent charges; reviewed Mitsubishi pleadings.	975.00
10/30/07	CJR	1.00	Reviewed and prepared e-mails to and from T. Wolle and K. Visser re: CRST processes re: prevention and complaint responsive actions; telephone conference with T. Wolle re: same; prepared and reviewed e-mails to and from J.Mathias and R. Markowski re: same.	500.00
10/30/07	CKC	1.00	Reviewed, organized and indexed C. Rozycki's working files.	130.00

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10/31/07 RTM

4.25/-4.25

REDACTED

reviewed

2,762.50 /  
- 2,762.50materials relating to pattern and practice  
issues from EEOC v. IPA and followed-up  
with J. Mathias re same.

10/31/07 JHM

.50

Reviewed correspondence from R.  
Markowski re plaintiffs' personal counsel;  
reviewed defendants' motion for summary  
judgment in EEOC v. IPA case; memo to R.  
Markowski re same.

387.50

228.75

## PROFESSIONAL SERVICES

110,185.00

- 33.50

- 17,800.00

## DISBURSEMENTS

195.25

92,385.00

In-City Transportation; PETTY CASH - ALISON J. MCCANN;  
10/03/2007; Andrew Hirth, overtime cab on 10/1/07

18.00

In-City Transportation; PETTY CASH - R. SCOTT ASBELL;  
10/23/2007; Robert Markowski; roundtrip cab fare from 500 W.  
Madison for an EEOC meeting on 10/23/07

17.00

Lexis Research

2,585.31

Network Printing

167.09

Photocopy &amp; Related Expenses

0.36

Photocopy-NQue

44.00

Telephone(ID: 3083674)

0.05

Telephone(ID: 3087804)

0.05

Telephone(ID: 3087832)

0.15

Telephone(ID: 3127827)

0.15

Telephone(ID: 3152709)

0.10

Telephone(ID: 3156286)

0.15

Telephone(ID: 3164255)

0.05

Telephone(ID: 3164256)

0.80

UPS tracking# 1Z6134380192744660 Inv# 00000613438417

16.93

Westlaw Research

218.68

TOTAL DISBURSEMENTS

3,068.87

INVOICE TOTAL

\$ 108,053.87

## SUMMARY OF PROFESSIONAL SERVICES

NAME	HOURS	RATE	AMOUNT
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JOHN H MATHIAS JR	18.50	775.00	14,337.50
BARRY LEVENSTAM	5.00	650.00	3,250.00
ROBERT T MARKOWSKI	49.25	650.00	32,012.50
CARLA J. ROZYCKI	72.25	500.00	36,125.00
J. ANDREW HIRTH	77.25	300.00	23,175.00
CHERYL J KRAS	4.25	235.00	998.75
CYNTHIA K. CLARK	1.00	130.00	130.00
JONATHAN C. HOHENSTEIN	1.25	125.00	156.25
TOTAL	228.75		110,185.00

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(312) 222-9350CLIENT NUMBER 43272-000  
MATTER NUMBER 10048DECEMBER 10, 2007  
INVOICE # 9085312CRST INTERNATIONAL, INC.  
C/O MOYER & BERGMAN, P.L.C.  
2720 FIRST AVENUE, N.E.  
CEDAR RAPIDS, IA 52402  
ATTN: DAVID RUSCH**EEOC LITIGATION**FOR PROFESSIONAL SERVICES RENDERED  
THROUGH NOVEMBER 30, 2007

\$41,751.25

DISBURSEMENTS

1,550.72

TOTAL INVOICE

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\$43,301.97CRST INTERNATIONAL, INC.  
C/O MOYER & BERGMAN, P.L.C.  
2720 FIRST AVENUE, N.E.  
CEDAR RAPIDS, IA 52402  
ATTN: DAVID RUSCH

INVOICE # 9085312

DECEMBER 10, 2007

CLIENT NUMBER - 43272-000

FOR PROFESSIONAL SERVICES RENDERED  
THROUGH NOVEMBER 30, 2007

EEOC LITIGATION

MATTER NUMBER - 10048

10/10/07 JHM .75 Reviewed and responded to correspondence from R. 581.25

ALL PAYMENTS DUE WITHIN 30 DAYS OF INVOICE

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Markowski re waiver of service; reviewed C. Rozycki correspondence re same; reviewed correspondence re document preservation.

11/01/07	RTM	4.00	Work re potential defenses to pattern and practice and individual claimant claims; analysis of procedural issues re same.	2,600.00
11/01/07	CK	.75	Reviewed and printed e-mail correspondence and attachments; met with P. McCarthy re creation of correspondence file and collection of client documents for filing.	176.25
11/01/07	CJR	.25	Prepared e-mail to A. Hirth re: status of research assignments.	125.00
11/01/07	PLM	3.50	Created master correspondence file.	437.50
11/02/07	RTM	.25	Telephone conference with B. Tyndall re document discovery issues and related matters.	162.50
11/02/07	CJR	2.50/-2.50	Met with A. Hirth re status research assignment; reviewed and analyzed materials re [REDACTED] prepared e-mail re same;	1,250.00/-25
			<div style="border: 1px solid black; padding: 2px; display: inline-block;">REDACTED</div>	
11/02/07	JAH	3.75	Compiled and distributed information about [REDACTED], researched protective orders in EEOC filed cases.	1,125.00
11/02/07	PLM	1.75	Created master correspondence file.	218.75
11/05/07	RTM	.50	Drafted e-mail to D. Rusch, et al, re [REDACTED] reviewed materials re employment of women in trucking industry.	325.00
11/05/07	JHM	.25	Reviewed memo from R. Markowski re communication with EEOC attorney; reviewed correspondence from D. Rusch re same.	193.75
11/05/07	CJR	.50	Reviewed e-mails re EEOC requests and article re female drivers.	250.00
11/05/07	JAH	5.50	Researched EEOC policies, case law on protective orders in EEOC filed cases; prepared memo re same.	1,650.00
11/06/07	RTM	.50	Followed-up re B. Tyndall information requests;	325.00

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telephone conference with J. Mathias re same.

11/06/07	JHM	.25	Telephone conference with R. Markowski re EEOC requests for information re women drivers.	193.75
11/06/07	CJR	1.50	Reviewed and prepared e-mails re research re limiting time frame actionable; reviewed research re protective order; prepared e-mail re same; reviewed and prepared e-mails re status of timeline review of current preventive and complaint procedures; reviewed and prepared e-mails re pro hac vice admissions.	750.00
11/06/07	JAH	5.00	Researched [REDACTED] EEOC [REDACTED] to [REDACTED]/recovering damages for aggrieved parties [REDACTED] [REDACTED]	1,500.00
11/07/07	RTM	.25	Followed-up re B. Tyndall inquiries.	162.50
11/07/07	CJR	1.00	Telephone conference with A. Hirth re research re [REDACTED] timeframe of actionable alleged harassment and re pro hac vice admissions; reviewed and prepared e-mails re same; reviewed e-mail from T. Wolle re status procedure review and re information provided to EEOC.	500.00
11/07/07	JAH	3.00	Researched [REDACTED] EEOC [REDACTED] [REDACTED]/recovering damages for aggrieved parties [REDACTED] [REDACTED]; prepared motions for admission pro hac vice in N.D. Iowa, ECF forms re same.	900.00
11/08/07	RTM	2.50	Reviewed J. Reade's opinions in Title VII cases involving allegations of sexual harassment; work re identification of potential defenses to complaint.	1,625.00
11/09/07	JHM	.25	Reviewed correspondence re document inquiries from EEOC.	193.75
11/09/07	CJR	1.00	Reviewed message from T. Wolle re status summary preventive and investigative process; reviewed and prepared e-mails re same and EEOC inquiries; reviewed and prepared e-mails to and from A. Hirth re pro hac vice motions and research issues.	500.00
11/10/07	JAH	5.00	Prepared memo re [REDACTED] EEOC pattern and practice	1,500.00

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suit [REDACTED]  
 [REDACTED]  
 [REDACTED]  
 [REDACTED]  
 [REDACTED]

11/12/07	JHM	1.00	Reviewed background documents and case files; conference with R. Markowski re status.	775.00
11/13/07	RTM	.50	Followed-up re B. Tyndall information requests; telephone call with T. Wolle re same.	325.00
11/13/07	CJR	3.00	Reviewed and prepared e-mails to and from R. Markowski and T. Wolle re answer; reviewed A. Hirth research memo re time limits on relief available and actionable complaints; met with A. Hirth re same.	1,500.00
11/13/07	JAH	.75	Conferenced with C. Rozycki re memo [REDACTED] on monetary relief available in pattern and practice cases.	225.00
11/14/07	RTM	.75	Office conference with J. Mathias re EEOC information requests and re case strategy; followed-up re B. Tyndall requests.	487.50
11/14/07	JHM	.75	Memo to R. Markowski and C. Rozycki re liability of "lead drivers"; conference with R. Markowski re status and strategy.	581.25
11/14/07	CJR	2.00	Reviewed and prepared e-mails to and from J. Mathias and R. Markowski re claims vs. lead drivers vs. team drivers; worked on draft answer to the complaint; reviewed and prepared e-mails re research re time limitations and relief sought; reviewed and prepared e-mails re pro hac vice motions.	1,000.00
11/15/07	RTM	.25	Drafted e-mail to B. Tyndall re EEOC information request and scheduling matters.	162.50
11/15/07	JHM	2.00	Reviewed prior settlements by EEOC in analogous cases; reviewed case background materials.	1,550.00
11/15/07	CK	.75	Reviewed and printed e-mail correspondence and attachments; prepared same and correspondence received from team attorneys for filing.	176.25
11/15/07	CJR	1.00	Reviewed and prepared e-mails to and from A. Hirth re	500.00

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case re [REDACTED] limitation; worked on draft answer ;  
 reviewed e-mails re answer and appearances.

11/16/07	RTM	.75	Followed-up re EEOC amendment to complaint and drafted answer; office conference with J. Mathias re case strategy.	487.50
11/16/07	JHM	1.00	Reviewed amended complaint; reviewed draft answer; memo to R. Markowski re same; conference with R. Markowski re status and strategy.	775.00
11/16/07	CJR	1.00	Prepared e-mail to J. Mathias and R. Markowski with draft answer; reviewed EEOC's First Amended Complaint; revised answer; prepared e-mail re same; reviewed e-mails re motion for extension of time to answer.	500.00
11/19/07	JAH	1.25	Researched [REDACTED] PR Rule 4.2.	375.00
11/20/07	RTM	.50	Followed-up re B. Tyndall e-mail related to CRST documents; telephone conference with D. Rusch and S. Randall re [REDACTED]	325.00
11/20/07	JHM	.25	Reviewed correspondence with EEOC re document retention.	193.75
11/20/07	CJR	.25	Reviewed and prepared e-mails re document retention.	125.00
11/21/07	RTM	.25	Followed-up re B. Tyndall information requests; conference call with D. Rusch, M. Gannon, and J. Mathias re [REDACTED]	162.50
11/21/07	JHM	.75	Conference call with D. Rusch and R. Markowski re [REDACTED] follow up conference with R. Markowski re same.	581.25
11/26/07	JAH	4.25	Drafted memo re [REDACTED] PR Rule 4.2 in EEOC enforcement action.	1,275.00
11/27/07	JAH	1.00	Revised memo re [REDACTED] PR Rule 4.2 [REDACTED] in EEOC enforcement action; sent same to C. Rozycki.	300.00

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11/28/07	RTM	1.50	Work re draft answer and affirmative defenses; followed-up with D. Rusch re [REDACTED]	975.00
11/28/07	JHM	.25	Reviewed memo from R. Markowski re draft answer and affirmative defenses.	193.75
11/28/07	CJR	.50	Reviewed and prepared e-mails re research issues, answer and appearances and status of summary of current protective efforts and complaint procedures.	250.00
11/29/07	RTM	2.00	Work re draft answer and related filings; followed-up re T. Wolle e-mail related to [REDACTED].	1,300.00
11/29/07	JHM	1.00	Reviewed draft answers and affirmative defenses; reviewed and responded to memos from C. Rozycki and R. Markowski re CRST policy [REDACTED].	775.00
11/29/07	CJR	2.00	Reviewed and prepared e-mails re draft answer, appearances and CRST policies; telephone conference with T. Wolle re [REDACTED] reviewed and prepared e-mails and telephone conference with A. Hirth re same.	1,000.00
11/29/07	JAH	1.00	Reviewed and responded to email from R. Markowski J. Mathias, and C. Rozycki re [REDACTED] [REDACTED] conferenced with C. Rozycki re same.	300.00
11/30/07	RTM	3.50	Work re answer to complaint; followed-up with J. Mathias and A. Hirth re CRST [REDACTED] [REDACTED]; reviewed materials re same; office conference with J. Mathias and C. Rozycki re same; conference call with D. Rusch, et al. re [REDACTED] reviewed EEOC compliance manual materials.	2,275.00
11/30/07	JHM	2.50	Reviewed correspondence re issues involved with [REDACTED] [REDACTED]; reviewed EEOC manual; conference with C. Rozycki and R. Markowski re same; prepared for and attended conference call with clients and Moyer & Bergman counsel re same.	1,937.50
11/30/07	CK	.50	Prepared attorney appearance forms for transmission to T. Wolle for filing.	117.50
11/30/07	CJR	3.00	Reviewed and prepared e-mails re [REDACTED]	1,500.00

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and met with J. Mathias and R. Markowski; telephone conference with clients re same.

11/30/07 JAH 5.00

Researched [REDACTED] 1,500.00  
 [REDACTED] under Title VII; prepared memo re same.

91.25

- 2.50  
 88.75

PROFESSIONAL SERVICES

41,751.25

- 1,250.00

40,501.25

**DISBURSEMENTS**

Lexis Research	1,474.23
Photocopy Expense	46.00
Photocopy-NQue	1.21
Soundpath; Conferencing Services; Carla Rozycki ; 3122229350-100707	10.40
UPS tracking# 1Z6134380191423571 Inv# 00000613438447	10.67
UPS tracking# 1Z6134388491988566 Inv# 00000613438447	8.21
<b>TOTAL DISBURSEMENTS</b>	<b>1,550.72</b>

INVOICE TOTAL

\$ 43,301.97

**SUMMARY OF PROFESSIONAL SERVICES**

NAME	HOURS	RATE	AMOUNT
JOHN H MATHIAS JR	11.00	775.00	8,525.00
ROBERT T MARKOWSKI	18.00	650.00	11,700.00
CARLA J. ROZYCKI	19.50	500.00	9,750.00
J. ANDREW HIRTH	35.50	300.00	10,650.00
CHERYL J KRAS	2.00	235.00	470.00
PATRICK L. MCCARTHY	5.25	125.00	656.25
<b>TOTAL</b>	<b>91.25</b>		<b>41,751.25</b>



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CRST INTERNATIONAL, INC.  
C/O MOYER & BERGMAN, P.L.C.  
2720 FIRST AVENUE, N.E.  
CEDAR RAPIDS, IA 52402  
ATTN: DAVID RUSCH

INVOICE # 9089165

JANUARY 25, 2008

CLIENT NUMBER - 43272-000

FOR PROFESSIONAL SERVICES RENDERED  
THROUGH DECEMBER 31, 2007

## EEOC LITIGATION

MATTER NUMBER - 10048

12/01/07	JAH	.75	Researched [REDACTED] [REDACTED] under Title VII; prepared memo re same.	225.00
12/03/07	RTM	1.50	Reviewed research re [REDACTED] [REDACTED]; drafted e-mail to J. Mathias and C. Rozycki re same.	975.00
12/03/07	CK	1.00	Prepared electronic filing registration forms for team attorneys; prepared same for submission to court via facsimile and UPS.	235.00
12/03/07	CJR	2.00	Reviewed research memo and reviewed and prepared e-mails re [REDACTED]; met with A. Hirsch re same; reviewed and prepared e-mails re appearance.	1,000.00
12/03/07	JAH	2.00	Prepared memo re [REDACTED] [REDACTED] conferenced with C. Rozycki re same.	600.00
12/04/07	CK	.75	Prepared pro hac vice fee payment for shipment to Moyer & Bergman; reviewed electronic docket re acquisition of recent pleadings.	176.25
12/04/07	JAH	1.00	Researched standards for proving Ellerth/Faragher defense in Eighth Circuit; revised memo re same.	300.00
12/05/07	JAH	3.75	Prepared memorandum re standards for proving and	1,125.00

ALL PAYMENTS DUE WITHIN 30 DAYS OF INVOICE

Federal Identification No. 36-2192554

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Ellerth/Faragher affirmative defense in the Eighth Circuit; sent same to C. Rozycki.

12/10/07	RTM	.25	Reviewed materials reviewed from T. Wolle re CRST policies and practices.	162.50
12/10/07	JHM	.25	Reviewed Moyer & Bergman correspondence re CRST procedures; memo to R. Markowski re same.	193.75
12/10/07	JAH	.50	Reviewed memo re CRST sexual harassment training from T. Wolle and K. Visser.	150.00
12/12/07	RTM	2.25	Reviewed Moyer & Bergman memo re CRST practices and procedures and draft memo to J. Mathias and C. Rozycki re same; reviewed CRST materials and policies.	1,462.50
12/12/07	JHM	.25	Conference with R. Markowski re Moyer & Bergman report; conference with C. Rozycki re status.	193.75
12/12/07	CJR	1.00	Prepared return message to T. Wolle; conferred with J. Mathias re [REDACTED] issue and CRST procedures.	500.00
12/13/07	RTM	3.25/-3.25	[REDACTED]	2,112.50/ -2,112.50
12/13/07	CJR	2.50/-2.50	[REDACTED]	1,250.00/ -1,250.00
12/14/07	RTM	.50/- .50	[REDACTED]	325.00/-325.00
12/14/07	CJR	1.00	Reviewed research memo re affirmative defense; prepared e-mail to J. Mathias and R. Markowski re same.	500.00
12/16/07	CK	.50	Revised and proofread claims chart; prepared same for R. Markowski review.	117.50
12/17/07	RTM	.75	Work re spreadsheet regarding CRST harassment claims; responded to C. Rozycki inquiry re same and re [REDACTED]	487.50
12/17/07	JHM	.25	Reviewed C. Rozycki memo summarizing recent conference with T. Wolle.	193.75
12/17/07	CJR	3.50	Met with A. Hirth re analysis process and procedure; reviewed research memos re contracting female drivers,	1,750.00

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time restraints on relief sought, establishing Ellerth and affirmative defense and 8th Circuit recent case re same; telephone conference with T. Wolle re process and procedure [REDACTED] reviewed and prepared e-mails re same.

12/17/07	JAH	.75	Located new EEOC fact sheet and recent Tennessee Supreme Court case on Ellerth/Faragher defense, conferenced w/ C. Rozycki re same and re status of case.	225.00
12/18/07	RTM	1.00	Followed-up re issues related to CRST [REDACTED] reviewed materials received from S. Randall; followed-up re issue for Moyer & Bergman meeting.	650.00
12/18/07	JHM	.25	Conference with R. Markowski re status.	193.75
12/18/07	CJR	2.00/-1.00	Reviewed and prepared e-mails re open issues and conference call with T. Wolle; reviewed and analyzed procedures and practices materials; [REDACTED]	1,000.00/ -500.00
12/19/07	RTM	.50	Prepared for conference with Moyer & Bergman re pending issues.	325.00
12/19/07	JHM	.25 /-.25	[REDACTED]	193.75/ -193.7
12/19/07	CJR	.25	Reviewed and prepared e-mails re conference re open issues.	125.00
12/19/07	JAH	.75	Collected memo, cases/regulations re [REDACTED] gave same to C. Rozycki.	225.00
12/20/07	RTM	.50	Prepared for 12/21 conference with K. Visser and T. Wolle.	325.00
12/20/07	JHM	.25	Conference with R. Markowski re status and strategy.	193.75
12/20/07	CJR	4.00	Worked on review and comments re CRST policies and procedures; reviewed and prepared e-mails re same; reviewed [REDACTED]	2,000.00
12/20/07	JAH	.25	Reviewed e-mail from C. Rozycki re memo from T. Wolle and K. Visser.	75.00
12/21/07	RTM	2.25	Prepared for conference call with K. Visser, et al; participated in conference call; followed-up re B.	1,462.50

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Tyndall inquiry re status regarding various issues;  
drafted e-mail to J. Mathias, C. Rozycki, and A. Hirth re  
Chicago Police Department decision involving  
male/female assignments.

12/21/07	JHM	1.25	Participated in conference call with Moyer & Bergman counsel re status and strategy for EEOC suit and related matters.	968.75
12/21/07	CK	.50	Prepared updated docket and select pleadings for B. Hansen review; met with B. Hansen re same.	117.50
12/21/07	CJR	2.75	Reviewed call agenda from R. Markowski; met with and telephone conference with J. Mathias, R. Markowski, K. Visser and T. Wolle re outstanding matters and issues; reviewed and prepared e-mails re same and re case re gender privacy.	1,375.00
12/26/07	CJR	.25	Reviewed e-mails re gender privacy issues.	125.00
12/26/07	JAH	1.50	Reviewing Lewis v. Chicago opinions; emailing C. Rozycki, B. Markowski, and J. Mathias re same.	450.00
12/28/07	RTM	.75	Reviewed 7th Circuit cases relating to role of gender in job assignments involving privacy considerations.	487.50

**PROFESSIONAL SERVICES****DISBURSEMENTS**

49.50  
- 7.50  
42.00

24,552.50  
- 4,381.25  
20,171.25

Filing Fee; MOYER & BERGMAN, P.L.C.; 12/03/2007	300.00
Lexis Research	311.66
Network Printing	0.55
Photocopy & Related Expenses	3.48
Photocopy-NQue	0.99
UPS tracking# 1Z6134380295966333 Inv# 00000613438497	5.62
UPS tracking# 1Z6134380299595683 Inv# 00000613438497	5.62
<b>TOTAL DISBURSEMENTS</b>	<b>627.92</b>

INVOICE TOTAL

\$ 25,180.42

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(312) 222-9350**SUMMARY OF PROFESSIONAL SERVICES**

<b>NAME</b>	<b>HOURS</b>	<b>RATE</b>	<b>AMOUNT</b>
JOHN H MATHIAS JR	2.75	775.00	2,131.25
ROBERT T MARKOWSKI	13.50	650.00	8,775.00
CARLA J. ROZYCKI	19.25	500.00	9,625.00
J. ANDREW HIRTH	11.25	300.00	3,375.00
CHERYL J KRAS	2.75	235.00	646.25
TOTAL	49.50		24,552.50

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C/O MOYER & BERGMAN, P.L.C.  
2720 FIRST AVENUE, N.E.  
CEDAR RAPIDS, IA 52402  
ATTN: DAVID RUSCH

INVOICE # 9092128

FEBRUARY 29, 2008

CLIENT NUMBER - 43272-000

FOR PROFESSIONAL SERVICES RENDERED  
THROUGH JANUARY 31, 2008

EEOC LITIGATION

MATTER NUMBER - 10048

1/02/08	BDH	1.00	Reviewed complaint, amended complaint, answer and other back ground materials regarding EEOC's allegations.	525.00
1/03/08	RTM	.25	Reviewed T. Wolle outline of issues and tasks based on 12/21 conference call.	168.75
1/03/08	CJR	4.00 / 1.00	Reviewed e-mails and cases re gender specific privacy concerns; reviewed and analyzed issues and prepared e-mails to and from R. Markowski and T. Wolle re litigation tasks;	2,200.00 / -550.00
			<b>REDACTED</b>	
1/03/08	BDH	.75	Continued reviewing background materials regarding EEOC's allegations of harassment	393.75
1/04/08	RTM	2.50	Prepared for meeting with C. Rozycki and B. Hansen; attend meeting; followed-up re same.	1,687.50
1/04/08	CJR	3.00	Reviewed and prepared e-mails re disclosures, documents, procedures and issues; met with R. Markowski and B. Hansen re CSRT case and tasks; reviewed blog re CRST/EEOC lawsuit.	1,650.00
1/04/08	BDH	4.50	Met with B. Markowski and C. Rozycki re case background and assignments; reviewed CRST opinion from J.B. Hunt case and other background materials; reviewed [REDACTED] from CRST re [REDACTED]	2,362.50

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Federal Identification No. 36-2192554

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			<b>[REDACTED]</b> ; teleconference with A. Hirth re protective order and background document issues; reviewed legal research memo re protective order involving EEOC; worked on draft protective order re same to protect confidential employee information; reviewed local Northern District of Iowa rules re Rule 26(f) conference and discovery plan issues.	
1/04/08	JAH	.75	Reviewed research re protective orders in EEOC enforcement actions; prepared copies of memo and cases re same for B. Hansen.	281.25
1/07/08	RTM	.25	Work re C. Rozycki draft e-mail re CRST documents/files for J&B review.	168.75
1/07/08	CJR	1.00	Reviewed and prepared e-mails to and from A. Hirth re research issues, documents and new Iowa case; prepared e-mails to R. Markowski and T. Wolle re documents and information needed.	550.00
1/07/08	BDH	4.50	Worked on draft protective order for confidential information; reviewed legal research memoranda re various legal issue affecting EEOC's claims against CRST; reviewed protective order documents from dockets in related cases; reviewed <b>[REDACTED]</b> from CRST <b>[REDACTED]</b> ; reviewed documents produced to EEOC during investigation of Starke claim.	2,362.50
1/07/08	JAH	3.50	Collected research memos and emails from last four months for B. Hansen; reviewed Carpenter decision from N.D. Iowa; emailed C. Rozycki, R. Markowski, J. Mathias, and B. Hansen re same.	1,312.50
1/08/08	RTM	2.25	Prepared for discussions with EEOC regarding discovery plan; office conference with B. Hansen re same; reviewed CRST driver trip information spreadsheets.	1,518.75
1/08/08	CJR	2.50 / 2.50	Reviewed discovery plan worksheet and order and draft protective order;	1,375.00 / 1,375.00

REDACTED
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reviewed and

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prepared e-mails to and from R. Markowski and T. Wolle re documents and information needed.

1/08/08	BDH	4.00	Met with B. Markowski re draft protective order and Rule 26(f) conference schedule; edited draft protective order; reviewed documents provided to EEOC during investigation of Starke claim; read opinion where EEOC pattern and practice claims were defeated at summary judgment; reviewed driver data from CDs received from T. Wolle and [REDACTED] produced to EEOC	2,100.00
1/09/08	RTM	1.50	Analysis of driver trip spreadsheets; drafted e-mail to T. Wolle re same; reviewed C. Rozycki comments related to T. Wolle January 3 e-mail and followed-up with C. Rozycki; telephone conference with B. Tyndall re scheduling order issues; reviewed protective order research.	1,012.50
1/09/08	JHM	.25	Reviewed correspondence from R. Markowski and C. Rozycki re [REDACTED].	212.50
1/09/08	CJR	1.00 / 1.75	Reviewed e-mails to and from R. Markowski and T. Wolle re trip information provided to EEOC and updated information;	550.00 / 412.50
<div style="border: 1px solid black; padding: 2px; display: inline-block;">REDACTED</div>				
1/09/08	BDH	4.00	Continued reviewing female driver information received from Moyer & Bergman and [REDACTED] produced to EEOC; created spreadsheet [REDACTED] drafted summary email to B. Markowski re same; edited draft protective order to protective confidential information; reviewed investigation files from CRST for EEOC charges identified and produced to EEOC in 2006.	2,100.00
1/10/08	RTM	2.00	Prepared for conference call with B. Tyndall	1,350.00



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re pre-trial plan; conference call with J. Kamp, B. Tyndall, and B. Hansen; followed-up with C. Rozycki re same; drafted e-mail to K. Visser and T. Wolle re same.

1/10/08	JHM	.25	Reviewed correspondence re [REDACTED] [REDACTED] communications with [REDACTED] [REDACTED] potential claimants.	212.50
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1/10/08	CJR	3.00 / -2.50		1,650.00 / -1,375.00
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REDACTED

reviewed and prepared e-mails re conference and issues raised with EEOC attorneys; reviewed research memo re contacting female drivers.

1/10/08	BDH	3.50	Teleconference with B. Markowski and B. Tyndall re discovery plan issues and requests from EEOC for additional information and data; conducted legal research re [REDACTED] [REDACTED] contacts with former drivers [REDACTED] [REDACTED] continued reviewing materials produced to EEOC in connection with the investigation of the Starke claim; worked on outline for possible e-discovery issues to address in advance of Rule 26(f) meeting with EEOC.	1,837.50
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1/10/08	JAH	2.25	Responded to C. Rozycki email re protective orders in Illinois EEOC enforcement actions and [REDACTED] [REDACTED] collected and distributed cases from earlier memo re same; reviewed EEOC v. IPA docket [REDACTED] [REDACTED] emailed C. Rozycki, B. Hansen B. Markowski, and J. Mathias re same.	843.75
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1/11/08	RTM	.75	Followed-up re issues related to driver trip spreadsheet; reviewed materials re [REDACTED] [REDACTED] telephone conference with J. Mathias re status.	506.25
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1/11/08	JHM	.25	Conference with R. Markowski re status.	212.50
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1/11/08	CJR	3.00	Reviewed and prepared e-mails re [REDACTED]; reviewed and analyzed briefs and orders on issue from EEOC v. IPA case; reviewed and prepared e-mails to and from T. Wolle, R. Markowski and B. Hansen re CRST CD re [REDACTED]	1,650.00
1/11/08	BDH	1.50	Reviewed email from T. Wolle re data in driver trip information spreadsheets; reviewed same; continued conducting legal research regarding [REDACTED]; [REDACTED] drafted summary email re same.	787.50
1/12/08	JAH	.75	Reviewed cases [REDACTED] re Rule 4.2 [REDACTED]; [REDACTED] sent email to B. Hansen, C. Rozycki, B. Markowski, and J. Mathias re same.	281.25
1/14/08	CJR	.50	Reviewed e-mails from A. Hirth and B. Hansen re cases re [REDACTED]	275.00
1/14/08	BDH	2.00	Conducted legal research re [REDACTED]; [REDACTED] drafted summary email re same; continued reviewing complaint files and other documents produced to EEOC during investigation of Starke claim; teleconference with T. Wolle re e-discovery and other issues to prepare for Rule 26(f) conference with EEOC.	1,050.00
1/15/08	BDH	1.75	Worked on draft Rule 26 initial disclosures and reviewed documents re same for inclusion of relevant witnesses and documents.	918.75
1/16/08	BDH	1.00	Worked on Rule 26 initial disclosures and reviewed documents re same.	525.00
1/17/08	RTM	.50	Prepared for Rule 26(f) conference and followed-up with B. Hansen re same.	337.50
1/17/08	BDH	1.75	Reviewed draft protective order from B.	918.75

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Tyndall; worked on draft initial Rule 26 disclosures; teleconference with T. Wolle re outstanding document and e-discovery issues.

1/18/08	BDH	3.00	Drafted and edited revised protective order in response to draft received from EEOC; worked on draft Rule 26 initial disclosures and reviewed documents re same.	1,575.00
1/21/08	RTM	1.00	Prepared for and participated in conference call with T. Wolle and B. Hansen; work re draft protective order.	675.00
1/21/08	BDH	4.25	Conference call with T. Wolle, B. Mara and S. Hannah re CRST e-discovery systems and related issues; teleconference with B. Kidwell re same; conference call with T. Wolle and B. Markowski regarding request for additional driver information and preparation for Rule 26(f) conference; edited draft protective order regarding confidential information from CRST; worked on draft Rule 26 initial disclosures and reviewed documents re same.	2,231.25
1/22/08	RTM	6.00	Prepared for Rule 26(f) conference; telephone conference with D. Rusch, M. Gannon and T. Wolle re [REDACTED]; followed up re same with J. Mathias, C. Rozycki, and B. Hansen; followed up with B. Tyndall re matters related to 1/23 meeting; analysis of CRST [REDACTED] [REDACTED].	4,050.00
1/22/08	JHM	.25	Reviewed correspondence re status; memo to R. Markowski re possibility of obtaining protective order.	212.50
1/22/08	BEK	.50	Conferred with B. Hansen re electronic discovery issues.	262.50
1/22/08	CJR	2.50	Reviewed e-mails, proposed protective order, draft disclosures and client concerns; telephone conference with R. Markowski re same.	1,375.00
1/22/08	BDH	3.75	Met with B. Kidwell re e-discovery issues in	1,968.75

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			preparation for Rule 26(f) conference with EEOC on 1/23; edited draft Rule 26 disclosures and reviewed documents re same; edited revised protective order in response to draft received from EEOC; drafted outline re e-discovery issues for use during Rule 26(f) meeting.	
1/23/08	RTM	4.50	Prepared for and attended Rule 26(f) meeting at EEOC offices with J. Kamp, B. Tyndall, et al; drafted email to J. Mathias re same; telephone conference with D. Rusch re [REDACTED]	3,037.50
1/23/08	CJR	4.50	Reviewed and prepared e-mails re case issues; telephone conference with R. Markowski re same; telephone conference with A. Hirth re research issue; met with R. Markowski and B. Hansen re EEOC conference; met with EEOC lawyers re pretrial order and issues; reviewed e-mails re same.	2,475.00
1/23/08	BDH	7.00	Reviewed CRST documents to determine the harassment claims identified to EEOC in 2006 during Starke investigation; drafted summary email re same; met with B. Markowski and C. Rozycki re preparation for Rule 26(f) conference; attended Rule 26(f) conference with B. Markowski, C. Rozycki, J. Kamp and B. Tyndall; worked on summary memorandum re same; edited draft Rule 26(a)(1) disclosures.	3,675.00
1/23/08	JAH	.75	Research EEOC regulation 29 CFR 1601.22, [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED]	281.25
1/24/08	RTM	1.00	Reviewed CRST male-female driver trip information for expanded period; analyze same; followed up re same with B. Hansen.	675.00
1/24/08	CK	.50	Met with B. Hansen re creation of database containing trip information; e-mail	130.00

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			correspondence with applied technology re same.	
1/24/08	BDH	3.75	Reviewed spreadsheets from CRST containing expanded driver trip information; worked on memorandum summarizing Rule 26(f) conference and issues raised during that meeting; edited draft Rule 26 initial disclosures.	1,968.75
1/24/08	JXA	.25	Coordinated data load project for attorney review.	68.75
1/25/08	RTM	.25	Reviewed B. Hansen draft memo re 1/23 Rule 26(f) meeting and followed up with B. Hansen re same.	168.75
1/25/08	BDH	2.00	Edited memorandum summarizing Rule 26(f) conference and related issues; reviewed revised protective order received from EEOC; reviewed expanded spreadsheets containing female driver information; reviewed HR acknowledgments re harassment training.	1,050.00
1/28/08	RTM	.75	Reviewed EEOC revisions to draft protective order; followed-up with B. Tydall re issues related to Rule 26(f) conference; office conference with J. Mathias re status.	506.25
1/28/08	JHM	.75/- .25	Reviewed correspondence re Rule 26 conference; conference with R. Markowski re same and related strategy; <div>REDACTED</div>	637.50/-212.50
1/28/08	CK	.75/- .25	Reviewed driver database re compilation of female driver list for B. Hansen review; <div>REDACTED</div>	195.00/-65.00
1/28/08	CJR	1.00	Reviewed memo re conversation with EEOC; prepared e-mails re same; reviewed and prepared e-mails with EEOC re open issues.	550.00
1/28/08	BDH	1.00	Edited memorandum summarizing Rule 26(f) conference; met with A. Hirth re Rule	525.00

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26 initial disclosure issues .

1/28/08	JXA	1.00	Loaded Excel worksheets into a Concordance database to facilitate attorney review.	275.00
1/29/08	RTM	1.50 / -1.50	<div style="border: 1px solid black; padding: 2px; display: inline-block;">REDACTED</div>	1,012.50 / -1,012.50
1/29/08	CK	2.50 / -.50	Reviewed and printed e-mail correspondence and attachments; updated e-mail database; met with P. McCarthy and J. Hohenstein re review of driver database and preparation of list of female drivers;	650.00 / -130.00
			<div style="border: 1px solid black; padding: 2px; display: inline-block;">REDACTED</div>	
1/29/08	CJR	.25 / -.25	<div style="border: 1px solid black; padding: 2px; display: inline-block;">REDACTED</div>	137.50 / -137.50
1/29/08	BDH	.75	Edited draft Rule 26(a)(1) disclosures; reviewed case from S.D. of Iowa referenced by EEOC regarding procedure for trial on "pattern and practice" aspect of case.	393.75
1/29/08	PLM	7.50	Reviewed list of complaint instances; created list of complainant names.	1,200.00
1/29/08	JCH	5.75	Created combined Excel spreadsheet of female drivers for B. Hansen review.	862.50
1/30/08	RTM	3.00 / -1.50	Reviewed EEOC draft letter to CRST female drivers; reviewed research re EEOC communications with potential class members; followed-up with J. Mathias re same; reviewed research relating to <span style="background-color: black; color: black;">[REDACTED]</span> and prepared for conference call with client;	2,025.00 / -1,012.50
			<div style="border: 1px solid black; padding: 2px; display: inline-block;">REDACTED</div> drafted memo to J. Mathias re bifurcation issues.	
1/30/08	JHM	3.00	Reviewed results of Rule 26 conference; memo to R. Markowski re same; reviewed relevant case law re bifurcation issues.	2,550.00
1/30/08	CJR	.25	Reviewed e-mails from EEOC and EEOC class communications.	137.50
1/30/08	BDH	2.50 / -2.00	Reviewed email summary from A. Hirth re legal research re EEOC's communication	1,312.50 / -1,050.00

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with CRST's female drivers; reviewed draft letter from EEOC to CRST's female drivers regarding lawsuit;

REDACTED

1/30/08	JAH	6.75	Reviewed EEOC v. Dial case in N.D.Ia; emailed cases and summary to B. Hansen; e-mailed B. Markowski re N.D.Ia. Rule of Prof. Conduct 3.4; researched EEOC notice letters to class members; e-mailed B. Markowski re same; researched whether EEOC may use confidential information obtained during investigation in subsequent mass mailing after suit filed.	2,531.25
1/30/08	PLM	7.25	Reviewed list of complaint instances; created list of complainant names.	1,160.00
1/30/08	JCH	4.00	Created combined Excel spreadsheet of female drivers for B. Hansen review.	600.00
1/31/08	DRM	1.00 / -1.00	<div style="border: 1px solid black; padding: 2px; display: inline-block;">REDACTED</div>	800.00 / -800.00
1/31/08	RTM	2.25	Prepared for and participated in office conference with J. Mathias and B. Hansen and conference call with J. Smith and D. Rusch; followed-up with B. Tyndall and J. Kamp re Rule 26(f) issues; followed-up re EEOC's draft letter; followed-up re EEOC request for driver contact information.	1,518.75
1/31/08	JHM	3.50	Conference with R. Markowski re status and strategy; conference call with J. Smith and D. Rusch re [REDACTED] follow up conference with R. Markowski and B. Hansen re possible protective order re EEOC letter to employees; reviewed relevant case law re protective orders.	2,975.00
1/31/08	CK	4.00	Prepared case correspondence and pleadings for filing; prepared select correspondence and research for duplication re creation and update of research and subject files; reviewed electronic docket re acquisition of recent pleadings; updated case directory;	1,040.00

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proofread final list of female drivers;  
telephone conference with B. Hansen re  
same; prepared complaint files received from  
T. Wolle for duplication.

1/31/08	CJR	.75	Reviewed and prepared e-mails re EEOC meeting, driver pairings, EEOC's proposed communication to potential class members and research re same.	412.50
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1/31/08	BDH	7.50	Met with J. Mathias and B. Markowski re letter communication to CRST drivers from EEOC, trial bifurcation issues and fact investigation; drafted email to T. Wolle re follow up on e-discovery issues with S. Hannah and D. Mara; met with J. Mathias and B. Markowski re motion for protective order to prohibit mass communication to female drivers; conducted legal research re ability to move for a protective order prohibiting EEOC from sending mass communication to CRST's current and former female drivers; reviewed spreadsheet reflecting 2,145 unique female drivers subject to proposed mass communication by EEOC; worked on plan for factual investigation of complaints of harassment.	3,937.50
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1/31/08	JAH	7.25	Researched EEOC regs, ALRs, Federal Digests, Law Journals, and case law re whether EEOC may use confidential information obtained during investigation in subsequent mass mailing after suit filed, or otherwise disclose private information given to EEOC during investigation to public; conferenced with B. Hansen re same.	2,718.75
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1/31/08	JCH	3.50	Created combined Excel spreadsheet of female drivers for B. Hansen review.	525.00
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192.00

PROFESSIONAL SERVICES

92,956.25

-14.00-8,132.50

178.00

84,823.75

**DISBURSEMENTS**

Lexis Research

794.22



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Photocopy & Related Expenses	4.90
Photocopy-NQue	9.10
Service of Process Fee; ACCURATE CLERKING, INC.; 11/26/2007 - travel to National Archives, review files, obtain various documents, wait for copies and deliver to client's office	1,215.70
Soundpath; Conferencing Services; Robert T. Markowski; 3122229350-122307	12.91
Westlaw Research	741.17
<b>TOTAL DISBURSEMENTS</b>	<b>2,778.00</b>

INVOICE TOTAL

\$ 95,734.25

**SUMMARY OF PROFESSIONAL SERVICES**

NAME	HOURS	RATE	AMOUNT
JOHN H MATHIAS JR	8.25	850.00	7,012.50
DANIEL R MURRAY	1.00	800.00	800.00
ROBERT T MARKOWSKI	30.25	675.00	20,418.75
CARLA J. ROZYCKI	27.25	550.00	14,987.50
BRENT E KIDWELL	0.50	525.00	262.50
BRIAN D. HANSEN	65.75	525.00	34,518.75
J. ANDREW HIRTH	22.00	375.00	8,250.00
JENNIFER ANDERSON	1.25	275.00	343.75
CHERYL J KRAS	7.75	260.00	2,015.00
PATRICK L. MCCARTHY	14.75	160.00	2,360.00
JONATHAN C. HOHENSTEIN	13.25	150.00	1,987.50
<b>TOTAL</b>	<b>192.00</b>		<b>92,956.25</b>

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CRST CARRIER GROUP  
P.O. BOX 68  
CEDAR RAPIDS, IA 52406  
ATTN: DAVID RUSCH

INVOICE # 9094959

MARCH 31, 2008

CLIENT NUMBER - 43272-000

FOR PROFESSIONAL SERVICES RENDERED  
THROUGH FEBRUARY 29, 2008

EEOC LITIGATION  
10048

MATTER NUMBER -

2/01/08	RTM	.75	Followed-up re issues related to EEOC request for driver contact information.	506.25
2/01/08	JHM	3.00	Worked on strategy for dealing with prospective EEOC communication with women drivers; reviewed results of research re same; memo to R. Markowski re same; reviewed case law re ability of court to regulate and impose restrictions upon communications with prospective plaintiffs.	2,550.00
2/01/08	CK	2.75	Prepared complaint files received from Moyer & Bergman for R. Markowski and B. Hansen review; reviewed and organized original files; updated subject files.	715.00
2/01/08	CJR	1.00	Reviewed e-mails re EEOC proposed communication and re EEOC use of investigatory information post suit filing.	550.00
2/01/08	BDH	5.00	Conducted legal research re EEOC's ability to send mass communications to potential class members; met with A. Hirth regarding statutory restrictions re same; drafted summary emails re same; worked on argument outline re same for possible motion for protective order.	2,625.00
2/01/08	JAH	7.25	Researched whether EEOC may, once suit is filed, make public confidential information	2,718.75

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obtained during investigation; drafted bullet point memo re construction of statute indefinitely prohibiting public disclosure of pre-suit investigatory information by EEOC; conferenced with B. Hansen re same and whether EEOC may claim [REDACTED]  
[REDACTED]  
[REDACTED] class members.

2/01/08	JCH	1.00	Updated: court files, subject files and correspondence files.	150.00
2/02/08	RTM	4.00	Reviewed research related to pattern and practice issue and EEOC proposed mailing to female drivers and drafted e-mails to J. Mathias and B. Hansen re same.	2,700.00
2/02/08	JHM	2.00	Reviewed background materials re harassment complaints; reviewed results of research re protective orders to prevent premature contacting of employees; reviewed correspondence from R. Markowski and B. Hansen re same.	1,700.00
2/02/08	BDH	6.00	Continued legal research re ability of EEOC to send mass communications to all potential class members; worked on argument outline for motion for protective order re same; reviewed internal HR complaint files received from CRST; drafted summary emails re same; reviewed CRST [REDACTED] [REDACTED]	3,150.00
2/02/08	JAH	3.50	Researched [REDACTED] [REDACTED] of Upjohn test [REDACTED] and Ellerth test [REDACTED] e-mailed B. Hansen re same; reviewed draft Rule 26(a) disclosures of potential witnesses; compiled list of additional witnesses from previously indexed documents; discussed drafting a cast of characters and time line of Starke claim with B. Hansen.	1,312.50
2/03/08	RTM	3.75	Reviewed research re EEOC pattern and practice claim; drafted e-mail to J. Mathias	2,531.25

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and B. Hansen re same; reviewed research re EEOC's ability to use contact information obtained during investigation phase; reviewed recent 8th Circuit decision applying Ellerth/Faragher defense.

2/03/08	BDH	3.00	Drafted argument outline for possible motion for protective order to prohibit mass communication by EEOC with CRST current and former employees; conducted legal research re same.	1,575.00
2/04/08	RTM	3.25	Prepared for and participated in meeting with J. Mathias and B. Hansen re EEOC proposed employee mailing; conference call with D. Rusch re [REDACTED] work re EEOC draft letter; telephone call with B. Tydall re same; followed-up with C. Rozycki re same; reviewed HR materials received from T. Wolle.	2,193.75
2/04/08	JHM	1.75	Conference with R. Markowski re overall status and strategy; reviewed draft EEOC letter; telephone conference with D. Rusch re [REDACTED]	1,487.50
2/04/08	CJR	1.50	Reviewed e-mails re pattern and practice prerequisites, EEOC proposed mailings, possible protective order, internal complaints and EEOC conference.	825.00
2/04/08	BDH	3.00	Met with J. Mathias and B. Markowski re possible motion for protective order to prohibit EEOC from sending mass communication to CRST former employees; reviewed internal HR files received from CRST.	1,575.00
2/04/08	JAH	1.00	Reviewed documents from EEOC; began preparing chronology and cast of characters for Starke claim.	375.00
2/05/08	RTM	3.25/-2.0	[REDACTED] reviewed B. Hansen research re [REDACTED]	2,193.75/-1,350.00

[REDACTED]

reviewed B. Hansen

research re [REDACTED]

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██████████ EEOC pattern and practice claims; followed-up with C. Rozycki re same; conference call with J. Kamp and B. Tyndall; drafted e-mails to J. Mathias and D. Rusch re ██████████

2/05/08	JHM	.25 / -25	██████████ <b>REDACTED</b>	212.50 / -212.50
2/05/08	CK	.75	Prepared client spreadsheets for duplication and B. Hansen review; updated driver database to include field for backup documentation received from Moyer & Bergman; met with P. McCarthy re database update.	195.00
2/05/08	CJR	3.00	Reviewed summary of opening cases and charges; reviewed and prepared e-mails re ██████████ argument; met with R. Markowski and B. Hanson and telephone conference with EEOC attorneys re Rule 26(f) conference and issues.	1,650.00
2/05/08	BDH	3.00 / -1.50	Teleconference with B. Tyndall, J. Kamp, B. Markowski and C. Rozycki re discovery plan; reviewed internal HR complaint files received from CRST; <b>REDACTED</b>	1,575.00 / -787.50
2/05/08	JAH	3.75	Prepared Chronology and Cast of Characters for Starke charge; researched CRST's entitlement to see EEOC's questionnaire to potential class members before it is mailed out.	1,406.25
2/05/08	PLM	7.50	Updated male-female trips database.	1,200.00
2/06/08	RTM	.75	Telephone conference with D. Rusch re ██████████ ██████████ drafted e-mail to B. Tyndall re Rule 26(f) matters and followed-up.	506.25
2/06/08	JHM	.25	Reviewed correspondence re status of negotiations with EEOC.	212.50
2/06/08	CJR	1.00	Reviewed draft EEOC letter and proposed	550.00

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scheduling order; prepared e-mail to R. Markowski re same; reviewed e-mail and analysis re EEOC questionnaire; reviewed e-mail re EEOC communications and scheduling order.

2/06/08	BDH	1.50 / -1.00		787.50 / -525.00
			<div style="border: 1px solid black; padding: 2px; display: inline-block;">REDACTED</div> reviewed internal HR complaint files from CRST.	
2/06/08	PLM	7.25	Updated male-female trips database.	1,160.00
2/07/08	RTM	3.25 / -3.25		2,193.75 / -2,193.75
			<div style="border: 1px solid black; padding: 2px; display: inline-block;">REDACTED</div> responded to B. Tyndall proposal re communications with CRST female drivers and followed-up re same;	
			<div style="border: 1px solid black; padding: 2px; display: inline-block;">REDACTED</div>	
2/07/08	JHM	.25	Reviewed correspondence with EEOC; memo to R. Markowski re same.	212.50
2/07/08	CK	2.75	Met with B. Hansen and P. McCarthy re creation of spreadsheet of driver complaints; created draft spreadsheet; prepared data for P. McCarthy review re completion of spreadsheet.	715.00
2/07/08	CJR	.25	Reviewed and prepared e-mails to and from R. Markowski, T. Wolle and B. Tyndall re EEOC proposal re communications.	137.50
2/07/08	BDH	1.00	Met with C. Kras re creation of spreadsheet to track [REDACTED] reviewed internal CRST HR complaint files re same.	525.00
2/07/08	PLM	7.50	Created spreadsheet of complainant information; created labels and folders for complainant files received from Moyer & Bergman.	1,200.00
2/08/08	RTM	2.50	Followed-up re EEOC proposal re communications with female drivers re	1,687.50

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lawsuit; telephone conference with D. Rusch re [REDACTED]; drafted e-mail to B. Tyndall re same; work re draft driver communication.

2/08/08	JHM	.25	Reviewed draft correspondence to CRST women drivers; memo to R. Markowski re same.	212.50
2/08/08	CK	.50	Updated complaint tracking spreadsheet; met with P. McCarthy re same.	130.00
2/08/08	CJR	.50 / .50	Reviewed and prepared e-mails re marshalling facts re complaints and responsive actions re EEOC mailings and questionnaire and [REDACTED]	275.00 / -275.00
2/08/08	BDH	1.25	Edited draft protective order; drafted summary email re same; worked on new spreadsheet to track [REDACTED]	656.25
2/08/08	JAH	2.00	Prepared Chronology and Cast of Characters for Starke claim.	750.00
2/08/08	PLM	5.50	Updated complainant information spreadsheet.	880.00
2/10/08	RTM	.25	Work re draft driver communications.	168.75
2/10/08	JAH	5.00	Prepared Chronology and Cast of Characters for Starke claim; emailed same to B. Hansen, B. Markowski, C. Rozycki, and J. Mathias.	1,875.00
2/11/08	RTM	.25	Followed-up re protective order issues and drafted employee communication.	168.75
2/11/08	JHM	.75 / .50	Reviewed EEOC draft questionnaire; [REDACTED]	637.50 / -425.00
2/11/08	CK	1.50	Revised and prepared scrubbed version of client driver spreadsheet for B. Hansen review.	390.00
2/11/08	CJR	.25	Reviewed and prepared e-mails re communications, initial disclosure information and protective order.	137.50

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2/11/08	BDH	1.25	Worked on litigation spreadsheet for [REDACTED] [REDACTED]	656.25
2/11/08	PLM	7.75	Created complainant information list; created labels and folders for documents received from Moyer & Bergman as requested by R. Markowski.	1,240.00
2/12/08	RTM	1.25	Work re draft driver communications; office conference with J. Mathias and B. Hansen re same; followed-up re same; work re draft protective order; drafted e-mail re same to B. Tyndall.	843.75
2/12/08	JHM	1.75 / -1.00	[REDACTED] conference with R. Markowski re status and strategy; reviewed correspondence re protective order.	1,487.50 / -850. <sup>00</sup>
2/12/08	CK	.75	Reviewed and proofread updated complainant list; met with P. McCarthy re same and re organization of R. Markowski working files.	195.00
2/12/08	CJR	.25 / -25	[REDACTED]	137.50 / -137.50
2/12/08	BDH	2.50 / -25	Met with J. Mathias and B. Markowski re case status and factual development; edited draft Protective Order [REDACTED]; met with C. Kras re litigation spreadsheet [REDACTED]	1,312.50 / -131.25
2/12/08	PLM	8.25	Updated complainant information list.	1,320.00
2/12/08	JCH	4.75	Updated complaint spreadsheet for B. Hansen review.	712.50
2/13/08	RTM	2.00 / -2.00	[REDACTED]	1,350.00 / -1,350. <sup>00</sup>
2/13/08	JHM	1.50 / -1.50	[REDACTED]	1,275.00 / -1275. <sup>00</sup>



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2/13/08	CJR	.25 /-.25	REDACTED	137.50 /-137.50
2/13/08	BDH	2.25	Worked on litigation spreadsheet for [REDACTED]; met with P. McCarthy and C. Kras re same; reviewed files from [REDACTED] for inclusion in litigation spreadsheet.	1,181.25
2/13/08	JAH	2.75	Reviewed documents of other potential claimants in EEOC enforcement action; conferenced with B. Hansen re same; recorded relevant information from same for spreadsheet of claimants.	1,031.25
2/13/08	PLM	6.00	Updated complainant list.	960.00
2/14/08	RTM	2.50 /-1.50	Prepared for 2/15 meetings with J. Barnes and L. Laveck; [REDACTED]; work re draft of master driver complaint spreadsheet; analysis of driver complaint information.	1,687.50 /-1,012.50
2/14/08	JHM	1.00 /-1.00	REDACTED reviewed T. Wolle correspondence; reviewed driver spreadsheets [REDACTED]	850.00 /-850.00
2/14/08	CK	3.25	Prepared client spreadsheets for B. Hansen review; reviewed and printed e-mail correspondence and attachments; reviewed electronic docket re acquisition of recent pleadings; updated case directory; prepared select correspondence and legal research for duplication re update of subject files; prepared case materials for B. Hansen review and use at client meeting.	845.00
2/14/08	CJR	.50 /-.50	Reviewed proposed letter to female drivers,	275.00 /-275.00

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e-mails re female complaints

REDACTED

2/14/08	BDH	4.00	Edited litigation spreadsheet [REDACTED] [REDACTED] worked on agenda for 2/15 meetings at CRST's office in Cedar Rapids; reviewed key EEOC investigation files re same; met with A. Hirth re same.	2,100.00
2/14/08	JAH	3.00	Reviewed CRST Co-driver complaint documents.	1,125.00
2/14/08	PLM	3.00	Updated complainant list.	480.00
2/15/08	RTM	14.00 / -1.00	Traveled to Cedar Rapids; meetings with K. Visser K. Wolle, J. Barnes, J. Laveck, and J. Smith, returned to Chicago.	9,450.00 / -4725.00
2/15/08	BDH	8.00 / -4.00	Met with B. Markowski re [REDACTED] [REDACTED] during trip to CRST's offices; [REDACTED] met with J. Barnes, L. Laveck and L. Long re [REDACTED] [REDACTED]	4,200.00 / -2,100.00
2/16/08	JAH	6.50	Reviewed CRST Co-driver complaint documents and updated spreadsheet re same.	2,437.50
2/17/08	RTM	2.00	Reviewed documents received from T. Wolle.	1,350.00
2/17/08	JAH	5.25	Reviewing CRST Co-driver complaint documents; making notes on spreadsheet re same.	1,968.75
2/18/08	JHM	.50 / -.50	[REDACTED]	425.00 / -425.00
2/18/08	CK	.50	Prepared materials received from client for duplication.	130.00
2/18/08	BDH	1.50	Worked on litigation spreadsheet [REDACTED] [REDACTED]	787.50
2/18/08	JAH	6.00	Reviewed co-driver complaint documents from CRST and entered relevant data onto master spreadsheet of complaints; conference	2,250.00

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with B. Hansen re same.

2/19/08	RTM	1.25	Work re driver communication; drafted e-mail to B., Tyndall re same and re draft protective order; followed-up with A. Hirth and B. Hansen re review of driver files.	843.75
2/19/08	JHM	.75 / -1.50	<div style="border: 1px solid black; padding: 2px; display: inline-block;">REDACTED</div> reviewed and revised draft correspondence re drivers in EEOC case.	637.50 / -425.00
2/19/08	CK	.50	Organized and prepared complaint files received from client for duplication; met with B. Hansen re same.	130.00
2/19/08	CJR	1.00 / -1.00	<div style="border: 1px solid black; padding: 2px; display: inline-block;">REDACTED</div>	550.00 / -550.00
2/19/08	BDH	2.00	Worked on [REDACTED] for CRST fleet managers [REDACTED] [REDACTED] worked on litigation spreadsheet; teleconference with L. Laveck re [REDACTED].	1,050.00
2/19/08	JAH	7.00	Reviewed trainee complaints; recorded on master spreadsheet data re [REDACTED] [REDACTED] [REDACTED]	2,625.00
2/20/08	JHM	.25	Reviewed correspondence re draft talking points.	212.50
2/20/08	BDH	1.50	Reviewed draft communications to CRST current and former drivers re the EEOC lawsuit; worked on litigation spreadsheet [REDACTED]	787.50
2/20/08	JAH	5.25	Reviewed documents of trainee complaints; entered data into master spreadsheet.	1,968.75
2/21/08	RTM	2.25	Work re draft spreadsheet analysis of driver harassment complaints; drafted memos to J.	1,518.75

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			Mathias, et al. re same; reviewed draft of Rule 26 disclosures and followed-up with B. Hansen re same.	
2/21/08	JHM	.25	Reviewed correspondence re [REDACTED] case.	212.50
2/21/08	CK	.75	Revised and prepared driver complaint spreadsheet for B. Hansen review.	195.00
2/21/08	BDH	4.00	Worked on Rule 26(a)(1) initial disclosures due on 2/27; reviewed investigation files re same.	2,100.00
2/21/08	JAH	7.00	Revised master spreadsheet of complaints per B. Markowski comments and questions; responded to e-mail from B. Markowski re [REDACTED] spreadsheet and additional data to collect; conferenced with B. Hansen re same and re witnesses for Rule 26(a) disclosures; reviewed additional EEOC complaint documents; recorded data from same on master spreadsheet.	2,625.00
2/22/08	RTM	1.50	Reviewed spreadsheet analysis of driver harassment complaints.	1,012.50
2/22/08	JHM	.25	Reviewed correspondence re protective order.	212.50
2/22/08	CK	5.50	Gathered client documents for production; met with B. Hansen re same; reviewed driver database re update with information from files received from client visit; gathered and organized key documents; created case binder.	1,430.00
2/22/08	CJR	.25	Reviewed e-mails re driver complaints and initial disclosures.	137.50
2/22/08	BDH	2.25	Edited Rule 26 disclosures; reviewed internal HR complaint files re same; organized documents disclosures in Rule 26 disclosures to prepare for production; met with C. Kras re same.	1,181.25
2/25/08	CK	1.25	Reviewed case files for client documents;	325.00

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prepared same for duplication and B. Hansen review; collected documents for production.

2/25/08	BDH	2.50	Edited Rule 26 disclosures; continued gathering document identified in same for production.	1,312.50
2/26/08	RTM	5.00/-3.50	Work re draft driver letters; followed-up with D. Rusch re [REDACTED] drafted e-mail to B. Tyndall and J. Kamp re same and re draft protective orders; [REDACTED]	3,375.00 / -2362.50
2/26/08	JHM	1.50/-1.75	Reviewed and revised draft letter to drivers re this EEOC lawsuit; reviewed Rule 26 disclosures; conference with R. Markowski re status and strategy; [REDACTED]	1,275.00 / -637.50
2/26/08	CJR	.25	Reviewed and prepared e-mails to and from R. Markowski, EEOC and clients re initial disclosures and communications drivers.	137.50
2/26/08	BDH	2.75	Edited Rule 26(a)(1) disclosures; met with C. Kras re documents disclosed in same to be produced; reviewed same for production.	1,443.75
2/26/08	JAH	3.00	Conferenced with B. Hansen re drafting requests for documents; researched samples document requests and motions to compel same; drafted Request for Production to EEOC.	1,125.00
2/26/08	JCH	4.00	Updated complaint database with documents received from client; updated complaint spreadsheet.	600.00
2/27/08	RTM	2.75/-1.00	Followed-up re draft driver communication; telephone conference with B. Tyndall re protective order issues; office conference with J. Mathias re same [REDACTED] reviewed EEOC initial disclosures; followed-up re [REDACTED] with D. Rusch.	1,856.25 / -675.00
2/27/08	JHM	1.50/-1.00	Reviewed correspondence re driver letters; reviewed [REDACTED]	1,275.00 / -850.00

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			disclosures; conference with R. Markowski and B. Hansen re status and strategy.	
2/27/08	CK	1.00	Gathered additional client documents for production; prepared initial disclosures for service via mail and for distribution to team attorneys.	260.00
2/27/08	CJR	.50	Reviewed e-mails to and from EEOC, J&B attorneys and T. Wolle re disclosures, protective order and communications with drivers.	275.00
2/27/08	BDH	3.00/-1.00	Edited Rule 26(a) disclosures due on 2/27; met with C. Kras re documents identified in same; <div style="border: 1px solid black; padding: 2px; display: inline-block;">REDACTED</div> met with A. Hirth re litigation spreadsheet tracking <span style="background-color: black; color: black;">[REDACTED]</span> worked on same; reviewed EEOC's Rule 26 disclosures.	1,575.00/-525.00
2/27/08	JAH	6.00	Drafted Requests for Production of Documents; e-mailed same to B. Hansen; reviewed documents produced by EEOC; entered data into master spreadsheet.	2,250.00
2/27/08	JCH	4.00	Redacted production documents; prepared documents for production.	600.00
2/28/08	JHM	3.00/-3.00	<div style="border: 1px solid black; padding: 2px; display: inline-block;">REDACTED</div> ; reviewed correspondence re status.	2,550.00/-2550.00
2/28/08	CK	3.25	Prepared select complaint files for B. Hansen review; reviewed and proofread documents prepared for production; updated same; prepared documents for duplication; filed original client documents.	845.00
2/28/08	CJR	1.00/-1.00	<div style="border: 1px solid black; padding: 2px; display: inline-block;">REDACTED</div>	550.00/-550.00
2/28/08	BDH	.50	Teleconference with J. Barnes and L. Laveck re <span style="background-color: black; color: black;">[REDACTED]</span> <span style="background-color: black; color: black;">[REDACTED]</span> <span style="background-color: black; color: black;">[REDACTED]</span> drafted summary email re same.	262.50

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2/28/08	JA H	1.50	Reviewed documents produced by EEOC; entered data into master spreadsheet; searched file on [REDACTED] for EEOC correspondence; e-mailed C. Rozycki and B. Hansen re same.	562.50
2/28/08	PLM	1.50	Prepared client documents for production.	240.00
2/29/08	RTM	2.50/-2.00	Followed-up re protective order issues; drafted e-mails to B. Tyndall re same;	1,687.50 /-1,350.00
			<div style="border: 1px solid black; padding: 2px; display: inline-block;">REDACTED</div> followed-up re draft discovery.	
2/29/08	JHM	.25	Reviewed correspondence re status.	212.50
2/29/08	CK	3.00	Reviewed and printed e-mail correspondence and attachments; reviewed electronic docket re acquisition of recent pleadings; prepared jury trial order for B. Hansen review; prepared case correspondence, pleadings and production documents for filing; updated e-mail correspondence database.	780.00
2/29/08	CJR	.50	Reviewed e-mails re protective order and script for discussions with drivers.	275.00
2/29/08	BDH	.50	Met with A. Hirth re legal research re motion to amend protective order to cover names of alleged victims of harassment	262.50
2/29/08	JA H	4.50	Researched support for amending protective order to prevent public disclosure of names and information of other CRST employees who have filed claims of discrimination but who have not sought further relief or joined EEOC's class; conferenced with B. Hansen re same.	1,687.50
2/29/08	PLM	2.00	Prepared production documents for B. Hansen review.	320.00
		332.50	PROFESSIONAL SERVICES	145,392.50
		- 43.50		29,512.50
		289.00		115,880.00

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In-City Transportation; PETTY CASH - ALISON J. McCANN; 02/27/2008; J. Andrew Hirth; overtime cab home on 2/21 & 2/26/08	14.00
Lexis Research	937.38
Network Printing	612.00
Pacer Charges; PACER SERVICE CENTER; 01/07/2008	1.44
Photocopy & Related Expenses	0.84
Photocopy-NQue	334.43
Postage Nque	0.97
UPS tracking# 1Z6134381595180863 Inv# 00000613438038	57.60
Westlaw Research	194.92
<b>TOTAL DISBURSEMENTS</b>	<b>2,153.58</b>

INVOICE TOTAL

\$ 147,546.08

**SUMMARY OF PROFESSIONAL SERVICES**

NAME	HOURS	RATE	AMOUNT
JOHN H MATHIAS JR	21.00	850.00	17,850.00
ROBERT T MARKOWSKI	59.00	675.00	39,825.00
CARLA J. ROZYCKI	12.00	550.00	6,600.00
BRIAN D. HANSEN	57.25	525.00	30,056.25
BRIAN D. HANSEN	5.00	525.00	2,625.00
J. ANDREW HIRTH	80.25	375.00	30,093.75
CHERYL J KRAS	28.00	260.00	7,280.00
PATRICK L. MCCARTHY	56.25	160.00	9,000.00
JONATHAN C. HOHENSTEIN	13.75	150.00	2,062.50
<b>TOTAL</b>	<b>332.50</b>		<b>145,392.50</b>



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(312) 222-9350CRST INTERNATIONAL, INC.  
C/O MOYER & BERGMAN, P.L.C.  
2720 FIRST AVENUE, N.E.  
CEDAR RAPIDS, IA 52402  
ATTN: DAVID RUSCH

INVOICE # 9097662

APRIL 23, 2008

CLIENT NUMBER - 43272-000

FOR PROFESSIONAL SERVICES RENDERED  
THROUGH MARCH 31, 2008EEOC LITIGATION  
10048

MATTER NUMBER -

2/25/08	RTM	.50	Work re Rule 26 disclosures; work re draft letters to CRST drivers and protective order issues.	337.50
2/26/08	CK	2.00	Reviewed files for client documents for B. Hansen review; met with J. Hohenstein re update of driver complaint database and spreadsheets; organized and filed deposition transcripts and summaries; proofread complaint database.	520.00
2/28/08	RTM	2.75/2.00	Office conference with B. Hansen re status and pending projects; work re draft talking points responding EEOC lawsuit;	1,856.25/-1,350.00
3/01/08	JAH	5.00	<div style="border: 1px solid black; padding: 2px; display: inline-block;">REDACTED</div> Researched and drafted Motion to Amend Protective Order; circulated same to team; research offensive non-mutual collateral estoppel; drafted email re same; circulated to team; revised document requests; circulated same to team.	1,875.00
3/03/08	RTM	2.50/-1.00	<div style="border: 1px solid black; padding: 2px; display: inline-block;">REDACTED</div> work re draft protective order motion; followed-up re case staffing; telephone conference with D. Rusch and J. Barnes re [REDACTED];	1,687.50/675.00

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followed-up re status of pending charges  
relating to EEOC class members.

3/03/08	CK	1.75	Created document production log and production index databases; prepared case pleadings for E. Sullivan and J. Wolfsmith review;	455.00
3/03/08	CJR	2.00 / .50	Reviewed draft motion to amend protective order; reviewed and prepared emails re: same; reviewed EEOC's initial disclosures; prepared e-mail to R. Markowski re: comments re: same; reviewed e-mails re: issues <span style="border: 1px solid black; padding: 0 5px;">REDACTED</span> and re communications with female drivers.	1,100.00 / -275.00
3/03/08	BDH	2.00	Edited motion to amend protective order; telephone conference with J. Barnes re <span style="background-color: black; color: black;">[REDACTED]</span> claim.	1,050.00
3/03/08	JAH	4.50	Reviewed EEOC documents; entered data into master spreadsheet; conferenced with Brian Hansen re draft motion to amend protective order, ongoing discovery.	1,687.50
3/03/08	PLM	7.50	Updated correspondence and court files; created subject files.	1,200.00
3/04/08	RTM	3.00 / .50	<span style="border: 1px solid black; padding: 0 5px;">REDACTED</span> work re draft protective order motion; followed-up with B. Hansen re issues related to pending charges for EEOC class members; followed-up with K. Visser and T. Wolle re same; drafted e-mail to B. Tyndall re same.	2,025.00 / -337.50
3/04/08	JHM	.50	Reviewed correspondence re protective order; responded to R. Markowski re same.	425.00
3/04/08	CK	.50	Reviewed complaint database for information for individuals cited in EEOC disclosures.	130.00
3/04/08	CJR	1.50	Reviewed and prepared emails re motion to amend protective order, status EEOC class members, <span style="background-color: black; color: black;">[REDACTED]</span> and document production requests and interrogatories, and drafted chart of complaints.	825.00

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3/04/08	BDH	1.00	Edited motion to amend protective order.	525.00
3/04/08	JAH	7.00	Reviewed EEOC files; entered data into master spreadsheet; circulated same; drafted declaration of B. Markowski for Motion to Amend; circulated same; revised same; revised motion to amend; drafted Proposed Amended Protective Order; compiled Exhibits for Motion to Amend; circulated same.	2,625.00
3/05/08	RTM	2.50	Work re draft motion to amend protective order and supporting materials; telephone conference with B. Tyndall re Tiana Thompson and followed-up re [REDACTED] with D. Rusch, et al.; review driver contracts; drafted memo to J. Mathias re same; work re incident spreadsheet.	1,687.50
3/05/08	JHM	.75	Reviewed correspondence with EEOC counsel re status; correspondence with R. Markowski re various topics.	637.50
3/05/08	CK	4.00	Collected and organized exhibits to motion to amend protective order; prepared same for imaging and B. Hansen review; prepared certificates of service; revised driver spreadsheet for production to EEOC; prepared case materials for duplication and J. Wolfsmith review; prepared documents received from Moyer & Bergman for R. Markowski, J. Mathias and J. Wolfsmith review.	1,040.00
3/05/08	CJR	.50	Reviewed and prepared e-mails re drafting discovery requests and re protective order.	275.00
3/05/08	BDH	2.00	Edited motion to amend protective order; met with A. Hirth re same.	1,050.00
3/05/08	JAH	3.75	Prepared Motion to Amend Protective Order and Exhibits for filing; merged B. Markowski's revisions of claimant spreadsheet into master document saved on DM; circulated same to Jenner CRST team.	1,406.25
3/06/08	RTM	2.25	Telephone conference with D. Rusch re [REDACTED]	1,518.75

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[REDACTED]; reviewed materials re Starke claim; work re master incident spreadsheet; followed-up re pending/planned projects.

3/06/08	JHM	.25	Reviewed D. Rusch correspondence [REDACTED] [REDACTED]	212.50
3/06/08	CK	1.25	Reviewed electronic docket re acquisition of recent pleadings; prepared master case calendar.	325.00
3/06/08	CJR	1.00	Reviewed and prepared emails re: driver correspondence; telephone conference R. Markowski re: discovery requests; met with A. Hirth and E. Sullivan re: same.	550.00
3/06/08	JPW	.75	Analyzed terms of pre-employment and employment contracts [REDACTED]; conferred with B Markowski and J Mathias re same.	393.75
3/06/08	JAH	3.50	Revised Master Incident Spreadsheet to include B. Markowski's changes on DM version of document; reviewed dockets from EEOC v. IPA for sample interrogatories.	1,312.50
3/07/08	RTM	1.75 / -1.75		1,181.25 / -1,181.25
<div style="border: 1px solid black; padding: 2px; display: inline-block;">REDACTED</div>				
3/07/08	JHM	1.00 / -1.00		850.00 / -850.00
<div style="border: 1px solid black; padding: 2px; display: inline-block;">REDACTED</div>				
3/07/08	CK	2.25	Prepared driver spreadsheet for transfer to cd and for production to EEOC; met with B. Hansen re same; prepared cd for shipment; updated driver database with information from CRST disclosures.	585.00
3/07/08	CJR	.50	Reviewed and prepared e-mails re: work on discovery requests.	275.00
3/07/08	JAH	4.50	Work re discovery request preparation.	1,687.50
3/08/08	JAH	1.75	Merged and organized claimant files.	656.25

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3/10/08	RTM	2.00	Prepared for and attended meeting with J. Hansen, J. Wolfsmith, and E. Sullivan re strategy and pending projects.	1,350.00
3/10/08	CK	.50	Prepared Moyer & Bergman document and complaint files for team attorney review; met with J. Wolfsmith re same.	130.00
3/10/08	CJR	.50	Received telephone call from unidentified female driver; prepared e-mail to R. Markowski re same.	275.00
3/10/08	JPW	.50	Met with E Sullivan, B Markowski and B Hansen re case status.	262.50
3/10/08	EJS	6.00	Prepared discovery requests; reviewed pattern and practice sex harassment cases; reviewed incident chart; met with B. Markowski and J. Wolfsmith re case status.	2,970.00
3/10/08	JAH	1.00	Work re discovery request preparation.	375.00
3/10/08	PLM	1.50	Prepared labels and folders for documents received from Moyer & Bergman.	240.00
3/11/08	CK	2.00	Met with B. Hasen re case status and preparation of case files for J. Wolfsmith review; reviewed files for EEOC letter to drivers; prepared same for E. Sullivan review.	520.00
3/11/08	CJR	2.00	Reviewed initial drafts of discovery requests; met with A. Hirth re same; reviewed IPA [REDACTED] reviewed and prepared e-mail to and from E. Sullivan and A. Hirth re draft discovery requests.	1,100.00
3/11/08	JPW	.25	Conferred with A Hirth re litigation and master incident spreadsheet.	131.25
3/11/08	EJS	1.50	Prepared discovery requests; met with A. Hirth re same; reviewed e-mail from C. Rozycki re same.	742.50
3/11/08	JAH	2.00	Work relating to class member files; work re preparation of draft discovery requests.	750.00
3/12/08	RTM	.75	Telephone conference with D. Rusch re	506.25

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██████████ and ██████████ telephone conference with B. Tyndall re same and related matters; drafted e-mail to D. Rusch, T. Wolle, K. Visser, and J. Mathias re ██████████

3/12/08	JHM	.25	Reviewed correspondence re status.	212.50
3/12/08	CK	3.25	Met with J. Wolfsmith and B. Hansen re case status and collection and organization of client documents for review and production; updated e-mail archives; prepared select files for J. Wolfsmith review.	845.00
3/12/08	CJR	1.50	Reviewed and met with E. Sullivan e draft interrogatories and document requests; reviewed and worked on revised draft discovery requests.	825.00
3/12/08	JPW	1.25	Conferred with B Hansen re status of document production efforts and litigation.	656.25
3/12/08	EJS	3.50	Prepared discovery requests; met with C. Rozycki re same.	1,732.50
3/12/08	PLM	4.75	Reviewed complaint files received from Moyer & Bergman; updated driver database.	760.00
3/13/08	RTM	.50	Followed-up re discovery matters.	337.50
3/13/08	JHM	.25 / 1.25	<div style="border: 1px solid black; padding: 2px; display: inline-block; margin: 5px;">REDACTED</div> reviewed correspondence re draft interrogatories.	212.50 / -212.50
3/13/08	CJR	2.00	Reviewed and worked on draft discovery requests; met with E. Sullivan re same.	1,100.00
3/13/08	EJS	4.75	Edited discovery requests; met with C. Rozycki re same; reviewed A. Hirth research memos; reviewed CRST harassment policies and training materials; reviewed 8th Circuit pattern and practice cases.	2,351.25
3/13/08	PLM	4.50	Reviewed complaint files received from Moyer & Bergman; updated driver database.	720.00
3/13/08	JCH	3.00	Prepared documents for production.	450.00

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3/14/08	JHM	.25	Reviewed correspondence re discovery requests.	212.50
3/14/08	CK	.50	Prepared client documents for duplication and production.	130.00
3/14/08	CJR	3.00	Reviewed and worked on draft discovery requests; reviewed and prepared e-mails to and from R. Markowski re same.	1,650.00
3/14/08	JAH	1.00	Reviewed and revised draft interrogatories and document requests.	375.00
3/15/08	CK	.50	Organized and prepared B. Hansen working files for J. Wolfsmith review.	130.00
3/17/08	CK	.50	Organized and filed claimant binders and original documents received from Moyer & Bergman.	130.00
3/17/08	EJS	2.25	Reviewed dockets from Dial, Mitsubishi, Burger King and IPA cases; reviewed sex harassment cases.	1,113.75
3/18/08	CK	3.75	Reviewed and printed e-mail correspondence and attachments; reviewed electronic docket re acquisition of recent pleadings; prepared select research and correspondence for duplication re update of subject files; updated e-mail correspondence database and document production log.	975.00
3/18/08	CJR	.25	Telephone conference with A. Hirth re discovery requests and re document binders re EEOC designated class members.	137.50
3/18/08	JPW	1.75	Met with E Sullivan re discovery issues; prepared summary re status of document production per B Hansen; worked on document production issues.	918.75
3/18/08	EJS	.25	Met with J. Wolfsmith re document issues and case status.	123.75
3/19/08	EJS	3.75	Reviewed binders of documents re harassment complaints; edited chart of incidents.	1,856.25
3/20/08	RTM	.50/-, 25	Reviewed EEOC response re motion to amend	337.50 /-168.75

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protective order;

REDACTED

3/20/08	JHM	.25	1.25	REDACTED	212.50	1.25
3/20/08	CK	1.25		Updated case directory; met with P. McCarthy re update of driver database with information from parties' disclosures; prepared motion to amend protective order for transmission to J. Wolfsmith.	325.00	
3/20/08	CJR	.50		Reviewed EEOC response to motion to amend protective order; reviewed and prepared e-mails re same.	275.00	
3/20/08	JPW	.25		Reviewed potential for reply brief on motion to amend protective order; conferred with B Markowski re same.	131.25	
3/20/08	EJS	6.75		Reviewed binders of documents re harassment complaints; edited chart of incidents.	3,341.25	
3/20/08	PLM	6.00		Updated male-female driver database with information from Rule 26 disclosures; updated district court file; created subject files.	960.00	
3/21/08	RTM	.50		Followed-up with C. Rozycki and J. Wolfsmith re potential points for protective order reply brief and reviewed materials re same.	337.50	
3/21/08	JHM	.75	1.50	REDACTED reviewed correspondence from J. Wolfsmith analyzing arguments in EEOC brief re protective order; reviewed EEOC guidelines re confidentiality.	637.50	425.00
3/21/08	CK	.50		Conducted Internet research re accusation of EEOC v. IPA docket for J. Wolfsmith review.	130.00	
3/21/08	CJR	1.00		Reviewed and prepared e-mails to and from R. Markowski and J. Wolfsmith re reply to EEOC's response to protective order, and re EEOC guidance on confidentiality, [REDACTED]	550.00	



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3/21/08	JPW	3.75	Reviewed CRST motion to amend protective order; reviewed EEOC response; prepared summary of potential issues with EEOC response and conferred with B Markowski re same; reviewed C Rozycki comments re EEOC policy guidance on confidentiality of sexual harassment complaints; worked on reply re motion to amend protective order, including review of [REDACTED].	1,968.75
3/21/08	EJS	.50	Reviewed correspondence re motion to amend protective order and discovery requests.	247.50
3/21/08	PLM	2.50	Updated correspondence file.	400.00
3/22/08	JPW	2.50	Worked on reply re amendment to protective order.	1,312.50
3/23/08	JHM	.25	Reviewed draft reply re motion for protective order.	212.50
3/24/08	RTM	1.00	Work re draft reply brief in support of motion to amend protective order.	675.00
3/24/08	JHM	.75	Worked on revisions to draft reply brief re protective order; correspondence with J. Wolfsmith re same.	637.50
3/24/08	CK	3.00	Reviewed files for sample pro hac vice motion for J. Wolfsmith review; prepared reply in support of motion to amend and exhibits to same for filing; created certificate of service; met with J. Wolfsmith re filing.	780.00
3/24/08	CJR	.75	Reviewed reply to response to motion to amend protective order; reviewed and prepared e-mails re same.	412.50
3/24/08	JPW	4.75	Met with E Sullivan re discovery issues; worked on reply re protective order.	2,493.75
3/24/08	EJS	6.00	Reviewed binders for potential class members; updated chart re same; reviewed reply brief re protective order; met with J. Wolfsmith re document issues.	2,970.00

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3/25/08	JHM	.25	Reviewed chart updates re complaining drivers.	212.50
3/25/08	CK	.50	Prepared reply in support of motion to amend for J. Wolfsmith review; telephone conference with clerk of court re electronic filing.	130.00
3/25/08	CJR	.25	Reviewed order; reviewed e-mails re incident chart and identified class members.	137.50
3/25/08	JPW	.25	Reviewed remarks by E Sullivan re tracking of past complaints.	131.25
3/25/08	EJS	3.75	Reviewed binders for potential class members; updated chart re same.	1,856.25
3/26/08	RTM	1.00	Work re draft discovery requests.	675.00
3/26/08	JPW	1.75 / 1.00	Prepared for and participated in conference call with J Barnes, L Laveck and E Sullivan re [REDACTED]	918.75 / -525.00
3/26/08	EJS	7.00	Reviewed binders for potential class members; updated chart re same; participated in telephone conference with J. Barnes, L. Laveck and J. Wolfsmith re [REDACTED]	3,465.00
3/27/08	JPW	.25	Conferred with E Sullivan re document collection and production issues.	131.25
3/27/08	EJS	3.00	Reviewed binders for potential class members; updated chart re same; telephone conferences with D. Marra and S. Hannah re electronic discovery issues; telephone conference with G. Brandmayr re document retention issues; conferred with J. Wolfsmith re same.	1,485.00
3/28/08	RTM	.50 / -.50	[REDACTED]	337.50 / -337.50
3/28/08	JHM	.50 / -.50	[REDACTED]	425.00 / -425.00
			[REDACTED]	
3/28/08	CK	1.00 / -.75	[REDACTED] e-mail correspondence with A. Hirth re filing of pro	260.00 / -195.00

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hac vice motions and electronic filing  
registration forms.

3/28/08	CJR	3.00	Reviewed chart of incidents; reviewed new complaint; reviewed and prepared e-mails to and from R. Markowski re timeliness issue and re research issues.	1,650.00
3/28/08	EJS	.25	Reviewed correspondence from L. Laveck re [REDACTED] [REDACTED].	123.75
3/28/08	JAH	.75	Coordinated motions for admission pro hac vice and ECF registration for E. Sullivan and J. Wolfsmith.	281.25
3/31/08	RTM	.25 / - .25	[REDACTED]	168.75 / - 168.75
3/31/08	JHM	.25 / - .25	[REDACTED]	212.50 / - 212.50
3/31/08	CK	4.25	Created certificates of service for J. Wolfsmith and E. Sullivan pro hac vice motions; prepared motions for filing; prepared ECF registration documents for facsimile transmission and UPS shipment to clerk of court; telephone conference with clerk re filing; reviewed and printed e-mail correspondence and attachments.	1,105.00
3/31/08	CJR	.25 / - .25	[REDACTED]	137.50 / - 137.50
3/31/08	JPW	.25	Reviewed and filed pro hac vice motion.	131.25
3/31/08	EJS	2.50	Updated chart re document production status; conferred with J. Wolfsmith re discovery issues; reviewed Moyer & Bergman harassment binder; prepared e-mail to B. Kidwell re electronic discovery issues.	1,237.50

221.75  
- 11.50  
210.25

PROFESSIONAL SERVICES

95,835.00  
- 7,688.75  
88,146.25

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In-City Transportation; PETTY CASH - ALISON J. McCANN; 03/05/2008 - J. Hirth - OT cabs - 2/27 \$7 & 3/4 \$7	14.00
Network Printing	303.18
Photocopy & Related Expenses	8.95
Photocopy Expense	22.00
Photocopy-NQue	1,260.96
UPS tracking# 1Z6134380195913534 Inv# 00000613438118	7.51
Westlaw Research	264.75
<b>TOTAL DISBURSEMENTS</b>	<b>1,881.35</b>

INVOICE TOTAL	\$ 97,716.35
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**SUMMARY OF PROFESSIONAL SERVICES**

NAME	HOURS	RATE	AMOUNT
JOHN H MATHIAS JR	6.25	850.00	5,312.50
ROBERT T MARKOWSKI	22.25	675.00	15,018.75
CARLA J. ROZYCKI	20.50	550.00	11,275.00
BRIAN D. HANSEN	5.00	525.00	2,625.00
JOHN P. WOLFSMITH	18.25	525.00	9,581.25
EMMA J. SULLIVAN	51.75	495.00	25,616.25
J. ANDREW HIRTH	34.75	375.00	13,031.25
CHERYL J KRAS	33.25	260.00	8,645.00
PATRICK L. MCCARTHY	26.75	160.00	4,280.00
JONATHAN C. HOHENSTEIN	3.00	150.00	450.00
<b>TOTAL</b>	<b>221.75</b>		<b>95,835.00</b>

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(312) 222-9350CRST CARRIER GROUP  
P.O. BOX 68  
CEDAR RAPIDS, IA 52406  
ATTN: DAVID RUSCH

INVOICE # 9100540

MAY 29, 2008

CLIENT NUMBER - 43272-000

FOR PROFESSIONAL SERVICES RENDERED  
THROUGH APRIL 30, 2008

## EEOC LITIGATION

MATTER NUMBER - 10048

4/01/08	CK	3.25	Reviewed electronic docket re acquisition of recent pleadings; prepared case correspondence, pleadings and legal research for filing; prepared pro hac vice admission orders for distribution to J. Wolfsmith and E. Sullivan; telephone conference with clerk of court re status of ECF registration.	845.00
4/01/08	JPW	1.25	Reviewed order re pro hac vice; reviewed email from J Barnes re [REDACTED] claim; conferred with E Sullivan re same; worked on discovery requests.	656.25
4/01/08	EJS	4.75/-1.00	Updated chart of document production status; reviewed caselaw re elements of pattern and practice sex harassment claims; [REDACTED]	2,351.25/- -495.00
4/02/08	JHM	2.00	Reviewed relevant case law re available defenses; reviewed correspondence re [REDACTED] claim.	1,700.00
4/02/08	JPW	5.50	Worked on discovery requests; prepared note to B Markowski re same; reviewed issues re document production; conferred with E Sullivan re same; reviewed emails re [REDACTED]	2,887.50
4/02/08	EJS	.75	Telephone conference with S. Hannah re Qualcomm messages; conferred with J. Wolfsmith re same; prepared e-mail to T. Wolle re status of sex harassment charges.	371.25

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4/02/08	JAH	.25	Added former employee complaint to Master Incident Spreadsheet.	93.75
4/03/08	RTM	.25	Work re draft discovery requests.	168.75
4/03/08	JHM	2.00	Reviewed applicable case law re agency liability of employer.	1,700.00
4/03/08	CK	2.25	Conducted database research for correspondence re pending charges; prepared e-mail correspondence and attachments re same for J. Wolfsmith review; updated case binder and database with recent pleadings and driver information.	585.00
4/03/08	CJR	.50	Reviewed and prepared e-mails re additional complaints and release of certificate.	275.00
4/03/08	JPW	4.00 / -3.00	Worked on discovery requests; reviewed files re individual claimants;	2,100.00 / -1.00
<div style="border: 1px solid black; padding: 2px; display: inline-block;">REDACTED</div>				
4/03/08	EJS	.50	Reviewed revised discovery requests; telephone conference with T. Wolle re status of sex harassment charges; conferred with J. Wolfsmith re same.	247.50
4/04/08	CK	3.25	Reviewed original driver spreadsheet for information requested by EEOC; e-mail correspondence with J. Wolfsmith re same; updated pleadings database re uploading of images; reviewed and organized documents received from client; e-mail correspondence with docket services re attorney electronic filing information.	845.00
4/04/08	JPW	.25	Reviewed issues re driver pairings list provided to EEOC.	131.25
4/04/08	JAH	.50	Entered two complaints into Master Incident Report; e-mailed C. Rozycki re same; file management.	187.50
4/07/08	RTM	.50	Followed-up re 4/4 telephone conference with B. Tyndall; reviewed order granting CRST protective order motion and follow-up.	337.50
4/07/08	CK	1.00	Reviewed files for original version of driver spreadsheet; met with J. Wolfsmith re same; prepared client documents for E. Sullivan review; updated e-mail	260.00

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correspondence database.

4/07/08	CJR	1.00	Reviewed revised training materials from T. Wolle; reviewed order granting motion to amend protective order.	550.00
4/07/08	JPW	.75	Reviewed status of document production summary from E Sullivan; worked on issues re driver pairing list provided to EEOC; conferred with T Wolle re same; reviewed order granting motion to amend protective order.	393.75
4/08/08	RTM	.50	Work re draft discovery requests.	337.50
4/08/08	EJS	2.25	Reviewed revised protective order; reviewed new documents received from client; updated incident chart.	1,113.75
4/09/08	RTM	1.00 / .75	Followed-up re EEOC request for female driver information; <div style="border: 1px solid black; padding: 2px; display: inline-block;">REDACTED</div>	675.00 / 506
4/09/08	CK	2.00	Reviewed case files for spreadsheet previously produced to EEOC; met with J. Wolfsmith re same; reviewed files for documents received from Moyer & Bergman; met with P. McCarthy re comparison of same to documents prepared for production; updated and organized production files.	520.00
4/09/08	JPW	.75	Worked on issues re driver pairing list; conference call with J Barnes re [REDACTED] conference call with B Hansen re same.	393.75
4/09/08	EJS	1.25	Conferred with J. Wolfsmith re document issues; reviewed harassment policies; reviewed and prepared e-mails re same.	618.75
4/09/08	PLM	2.75	Reviewed attachments to email correspondence from T. Wolle re comparison to documents prepared for production.	440.00
4/10/08	JHM	.25 / .25	<div style="border: 1px solid black; padding: 2px; display: inline-block;">REDACTED</div>	212.50 / 212.5
4/10/08	CK	.50	Gathered and organized images of significant pleadings re database update; reviewed electronic docket re same.	130.00
4/10/08	CJR	.50	Reviewed T. Wolle's guidelines to HR personnel;	275.00

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reviewed and prepared e-mails to and from R. Markowski and T. Wolle re same.

4/10/08	JPW	1.25	Worked on discovery requests; conferred with J Barnes re [REDACTED]	656.25
4/10/08	PLM	3.00	Reviewed attachments to email correspondence from T. Wolle re comparison to documents prepared for production.	480.00
4/11/08	CJR	.25 <i>1.25</i>	[REDACTED]	137.50 <i>137.5</i>
4/14/08	RTM	1.00	Work re draft discovery requests.	675.00
4/14/08	CK	1.25	Updated pleading database with images of significant pleadings; updated calendar with dates from scheduling order.	325.00
4/14/08	JPW	.50	Revised discovery requests; conferred with J Mathias re same; conferred with B Markowski re upcoming projects.	262.50
4/14/08	PLM	4.00	Updated document production database with information from client documents prepared for production.	640.00
4/15/08	RTM	.25	Followed-up with J. Wolfsmith re EEOC information requests.	168.75
4/15/08	CK	4.75	Reviewed driver spreadsheet received from client re comparison to spreadsheet produced to EEOC; revised and sorted data re identification of missing entries; met with J. Wolfsmith and P. McCarthy re same; organized and filed client documents.	1,235.00
4/15/08	JPW	1.25	Worked on issues re driver pairings list for EEOC; conferred with C Kras re same; conferred with B Markowski re listing; conferred with J Barnes re [REDACTED]	656.25
4/15/08	PLM	3.25	Reviewed and compared driver spreadsheets received from client [REDACTED]	520.00
4/16/08	CK	3.75	Reviewed driver spreadsheet for gender and driver information; e-mail correspondence with J. Wolfsmith re same; prepared revised spreadsheet for production; created case file database.	975.00



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4/16/08	JPW	.25	Worked on issues re driver pairing list for EEOC.	131.25
4/17/08	CK	4.50	Revised and proofread driver spreadsheet; prepared same for J. Wolfsmith review; created production cd; prepared cd and cover correspondence for shipment to B. Tyndall; updated production log; reviewed draft discovery requests.	1,170.00
4/17/08	JPW	.50	Reviewed email from L Laveck re [REDACTED]; [REDACTED], conferred with C Kras re production; revised letter to Tyndall re production; reviewed confidentiality provision of protective order; revised discovery requests and conferred with B Markowski re same.	262.50
4/18/08	RTM	.25	Reviewed EEOC supplemental disclosures and follow-up.	168.75
4/18/08	JHM	.25	Reviewed correspondence from R. Markowski re status.	212.50
4/18/08	JPW	.50	Reviewed supplemental disclosure from EEOC; reviewed chart of information on complaints; revised discovery requests.	262.50
4/21/08	RTM	.50 / .25	Followed-up with J. Wolfsmith re discovery issues; [REDACTED]	337.50 / 168.75
4/21/08	JHM	.25 / .25	[REDACTED]	212.50 / 212.50
4/21/08	CK	1.00	Reviewed driver database re identification of complaint files for drivers referenced in EEOC supplemental disclosures; met with P. McCarthy re collection and duplication of same for E. Sullivan review.	260.00
4/21/08	JPW	1.00 / .50	Revised discovery requests; conferred with E Sullivan re supplemental disclosures; [REDACTED] prepared summary re status of document collection and production; conferred with B Markowski re status.	525.00 / 262.50
4/21/08	EJS	1.00	Reviewed EEOC's supplemental disclosures; revised incident chart; telephone conference with J. Barnes and L. Laveck re [REDACTED]	495.00
4/22/08	CK	.75	Prepared client documents for E. Sullivan review and production.	195.00

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4/22/08	EJS	5.50	Reviewed correspondence from J. Wolfsmith re document issues; revised incident chart; reviewed documents re newly identified class members.	2,722.50
4/23/08	RTM	.25	Followed-up re EEOC discovery requests.	168.75
4/23/08	CK	.75	Proofread client documents prepared for production; met with E. Sullivan re same; prepared EEOC disclosure documents for duplication and distribution to team attorneys.	195.00
4/23/08	EJS	7.25	Reviewed documents re newly identified class members; revised incident chart; reviewed EEOC's document requests; prepared supplemental initial disclosures.	3,588.75
4/23/08	JAH	.75	Conferenced with E. Sullivan re adding additional claimants to spreadsheet; added claimants.	281.25
4/24/08	RTM	.25	Followed-up re EEOC discovery.	168.75
4/24/08	CK	.25	Prepared client documents for duplication and E. Sullivan review.	65.00
4/24/08	EJS	7.00	Reviewed documents re newly identified class members; revised incident chart; prepared supplemental initial disclosures; reviewed documents for production.	3,465.00
4/24/08	JAH	3.50	Added additional claimants to Master Incident Report spreadsheet; reviewed additional files of existing claimants.	1,312.50
4/25/08	RTM	.50	Followed-up re discovery issues; telephone conference with B. Tyndall.	337.50
4/25/08	JPW	2.25	Reviewed status and issues re document production and collection; participated in conference call with J Barnes, L Laveck and others re [REDACTED]; reviewed spreadsheet from A Hirth.	1,181.25
4/25/08	EJS	.50	Conferred with J. Wolfsmith re document issues; reviewed supplemental disclosures.	247.50
4/25/08	JAH	1.75	Added additional claimants/information to Master Incident Report spreadsheet.	656.25
4/28/08	RTM	.50	Drafted e-mail to T. Wolle and J. Barnes re [REDACTED]; [REDACTED] reviewed master incident	337.50

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spreadsheet; reviewed [REDACTED] settlement agreement; drafted e-mail to C. Rozycki re same.

4/28/08	JHM	.25	Reviewed R. Markowski correspondence re EEOC driver inquiries.	212.50
4/28/08	CK	2.75	Met with E. Sullivan re document production and driver database; prepared client documents for production; prepared training DVDs for duplication and E. Sullivan review.	715.00
4/28/08	CJR	.50	Reviewed and prepared e-mails re individual release.	275.00
4/28/08	JPW	.50	Reviewed summary from B Markowski re call with B Tyndall; reviewed email from T Wolle re [REDACTED] prior claim; reviewed prior release.	262.50
4/28/08	EJS	7.25	Prepared supplement to initial disclosures; reviewed documents for production; conferred with J. Wolfsmith re same.	3,588.75
4/28/08	PLM	4.00	Prepared documents for production.	640.00
4/29/08	RTM	4.50	Responded to B. Tyndall inquiry; followed-up re discovery issues; reviewed Moyer & Bergman training videos; followed-up re privilege issues re CRST training materials.	3,037.50
4/29/08	JHM	.25	Reviewed correspondence re status of discovery requests and re drivers training DVDs.	212.50
4/29/08	CK	3.75	Prepared production materials for duplication and team attorney review; prepared discovery requests for service and distribution to team attorneys.	975.00
4/29/08	CJR	.75	Reviewed e-mails re training tapes and materials and amended pleadings; reviewed discovery requests.	412.50
4/29/08	JPW	7.25	Revised discovery requests and served on EEOC; reviewed memos re legal issues; reviewed production; conferred with E Sullivan re same; prepared summary re same for B Markowski; conferred with team re privilege issues and reviewed A Hirth research re same.	3,806.25
4/29/08	EJS	6.00	Reviewed training DVDs and conferred with J. Wolfsmith and B. Markowski re same; prepared supplemental initial disclosures; prepared chart	2,970.00

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summarizing proposed document production; reviewed affirmative defenses and conferred with J. Wolfsmith re same; updated incident chart; researched HIPAA requirements.

4/29/08	JCH	2.50	Prepared confidential documents for production; gathered production documents for B. Markowski review.	375.00
4/30/08	RTM	3.00	Reviewed Moyer & Bergman presentation materials; followed-up with T. Wolle, J. Wolfsmith, and E. Sullivan re motion to amend answer and defenses.	2,025.00
4/30/08	JHM	.25	Reviewed correspondence re training materials; conference with R. Markowski re privilege issues.	212.50
4/30/08	CK	4.25	Prepared client documents for attorney review and production; reviewed electronic docket re acquisition of recent pleadings; prepared case pleadings for filing and imaging.	1,105.00
4/30/08	JPW	.75	Conferred with team re privilege issues; reviewed answer of CRST re amending pleadings; conferred with B Markowski re same; reviewed research re privilege issues.	393.75
4/30/08	EJS	6.00	Reviewed correspondence re privilege issues; reviewed training DVDs and prepared email re same; reviewed discovery requests; prepared motion for leave to amend answer and affirmative defenses; updated incident chart re EEOC documents; researched HIPAA requirements and sent email to J. Wolfsmith re same.	2,970.00
4/30/08	JCH	.50	Prepared production documents for E. Sullivan review.	75.00

167.50  
 - 6.25  
 161.25

PROFESSIONAL SERVICES

71,357.50  
 - 3,570.00  
 67,787.50

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**DISBURSEMENTS**

Photocopy & Related Expenses	19.68
Photocopy-NQue	256.80
UPS tracking# 1Z6134380192074965 Inv# 00000613438168	7.61
UPS tracking# 1Z6134380192718402 Inv# 00000613438148	8.79
Westlaw Research	457.00
<b>TOTAL DISBURSEMENTS</b>	<b>749.88</b>

INVOICE TOTAL \$ 72,107.38

**SUMMARY OF PROFESSIONAL SERVICES**

NAME	HOURS	RATE	AMOUNT
JOHN H MATHIAS JR	5.50	850.00	4,675.00
ROBERT T MARKOWSKI	13.25	675.00	8,943.75
CARLA J. ROZYCKI	3.50	550.00	1,925.00
JOHN P. WOLFSMITH	28.50	525.00	14,962.50
EMMA J. SULLIVAN	50.00	495.00	24,750.00
J. ANDREW HIRTH	6.75	375.00	2,531.25
CHERYL J KRAS	40.00	260.00	10,400.00
PATRICK L. MCCARTHY	17.00	160.00	2,720.00
JONATHAN C. HOHENSTEIN	3.00	150.00	450.00
<b>TOTAL</b>	<b>167.50</b>		<b>71,357.50</b>

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P.O. BOX 68  
CEDAR RAPIDS, IA 52406  
ATTN: DAVID RUSCH

INVOICE # 9103186

JUNE 24, 2008

CLIENT NUMBER - 43272-000

FOR PROFESSIONAL SERVICES RENDERED  
THROUGH MAY 31, 2008

EEOC LITIGATION

MATTER NUMBER - 10048

5/01/08	RTM	1.25	Work re draft motion to amend answer and defenses; followed-up re same with E. Sullivan; followed-up re same with B. Tyndall.	843.75
5/01/08	JHM	.25	Reviewed correspondence re privilege for training manuals and DVDs.	212.50
5/01/08	CK	3.50	Reviewed and printed e-mail correspondence and attachments; prepared case correspondence for filing; updated case directory and case binder; updated e-mail correspondence database.	910.00
5/01/08	CJR	.50	Reviewed and prepared e-mails to and from R. Markowski re privilege and waiver; reviewed e-mails re training materials and production.	275.00
5/01/08	JPW	.50	Conferred with E Sullivan re discovery.	262.50
5/01/08	EJS	6.00	Revised motion to amend affirmative defenses; telephone conference with T. Wolle re training; prepared summary of same and training materials; reviewed EEOC initial disclosure documents and revised master incident chart re same.	2,970.00
5/01/08	JCH	.75	Organized and updated file of production documents; indexed same; updated court file.	112.50

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5/02/08	RTM	1.50	Reviewed materials gathered for potential production to EEOC and followed-up re potential issues re same.	1,012.50
5/02/08	CK	3.25	Reviewed and organized EEOC production documents re creation of database index; updated driver database with information from disclosures and correspondence; prepared CRST disclosures and protective order for transmission to R. Markowski.	845.00
5/02/08	PLM	2.50	Created subject files; updated correspondence; updated case file index.	400.00
5/05/08	CK	.50	E-mail correspondence with team attorneys re review and preparation of client documents for production.	130.00
5/05/08	EJS	3.75	Prepared responses to EEOC's document requests; conferred with J. Wolfsmith re same.	1,856.25
5/05/08	PLM	5.00	Created EEOC production database.	800.00
5/06/08	JHM	.25	Conference with R. Markowski re privilege issues.	212.50
5/06/08	EJS	2.25	Reviewed local rules re discovery responses; edited responses to document requests; organized documents for initial disclosure production.	1,113.75
5/06/08	PLM	4.00	Updated EEOC production database.	640.00
5/07/08	RTM	.25	Work re CRST initial disclosure document production; office conference with J. Wolfsmith and E. Sullivan re discovery issues and related matters.	168.75
5/07/08	JHM	.25/- .25	<div style="border: 1px solid black; padding: 2px; display: inline-block;">REDACTED</div>	212.50/- 212.50
5/07/08	JPW	1.25	Conferred with B Markowski and E Sullivan re discovery; reviewed CRST production.	656.25
5/07/08	EJS	5.50	Met with J. Wolfsmith re document requests	2,722.50

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and CRST document production; edited responses to document requests and supplement to initial disclosures; met with B. Markowski and J. Wolfsmith re discovery issues.

5/07/08	JAH	.50	Reviewed Starke document production to EEOC; conferenced with E. Sullivan re same.	187.50
5/08/08	RTM	.25	Followed-up re document production issues.	168.75
5/08/08	JHM	.25	Reviewed correspondence re initial disclosures.	212.50
5/08/08	EJS	7.75	Prepared chart re class members' allegations; edited supplement to initial disclosures; prepared e-mail re same.	3,836.25
5/12/08	RTM	.25	Followed-up re discovery issues.	168.75
5/12/08	CK	.50	Met with J. Wolfsmith re status of review and production of client documents.	130.00
5/12/08	JPW	1.75	Conferred with E Sullivan re document production; reviewed and revised CRST responses to EEOC document requests.	918.75
5/12/08	JPW	1.25	Conferred with E Sullivan re discovery; worked on responses to EEOC's discovery requests.	656.25
5/12/08	EJS	8.00	Prepared chart re class member allegations; conferred with J. Wolfsmith re document responses and document production; telephone conference with J. Barnes and L. Laveck re [REDACTED] prepared emails re same.	3,960.00
5/13/08	RTM	.50	Reviewed E. Sullivan report re [REDACTED] and re summary facts re EEOC class members; followed-up with J. Mathias re same.	337.50
5/13/08	JHM	.25	Reviewed memo re [REDACTED] memo to R. Markowski re same; reviewed R. Markowski memo re same.	212.50



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5/13/08	CK	2.50	Prepared documents received from T. Wolle for duplication and E. Sullivan review; reviewed files for select personnel files; prepared client documents for production.	650.00
5/13/08	EJS	3.75	Organized documents for production; prepared email re [REDACTED]; prepared email re postings; conferred with C. Kras re document production.	1,856.25
5/13/08	JAH	.25	Researched N.D. Iowa local rules re document production protocol.	93.75
5/14/08	CK	3.00	Organized and filed original client documents gathered and copied for attorney review; gathered and organized reviewed documents for production; reviewed client documents for factual information; e-mail correspondence with E. Sullivan re same; organized documents withheld from production.	780.00
5/14/08	EJS	3.50	Organized documents for production; reviewed disclosures re witness knowledge; reviewed documents received from T. Wolle; prepared email re acknowledgements and local rules; telephone conference with T. Wolle re acknowledgements and postings.	1,732.50
5/14/08	PLM	1.00	Prepared list of missing EEOC production documents.	160.00
5/15/08	RTM	.25	Followed-up with E. Sullivan re discovery matters.	168.75
5/15/08	JHM	.25	Reviewed correspondence re status of document production.	212.50
5/15/08	CK	3.75	Organized client documents for production; met with J. Hohenstein re review of complaint files for completeness; updated driver database; reviewed files for document hold correspondence.	975.00
5/15/08	EJS	1.25	Prepared emails re document hold reminder; reviewed prior document hold reminders; reviewed acknowledgements.	618.75

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5/15/08	PLM	4.75	Prepared documents for production.	760.00
5/15/08	JCH	4.75	Reviewed correspondence file re hold notice distributed to CRST employees; reviewed and compared driver log to complaint files.	712.50
5/16/08	CK	2.00	Updated and revised document production; edited document production database.	520.00
5/16/08	EJS	.25	Prepared emails re document hold reminder.	123.75
5/16/08	PLM	5.00	Prepared documents for production.	800.00
5/16/08	JCH	2.25	Reviewed and compared driver log to complaint files.	337.50
5/19/08	RTM	.25	Followed-up re CRST document production issues.	168.75
5/19/08	JHM	.25	Conference with R. Markowski re status; reviewed correspondence re same.	212.50
5/19/08	CK	2.00	Prepared production documents for E. Sullivan review; met with J. Hohenstein re review of acknowledgements for duplication errors; e-mail correspondence with E. Sullivan re same; e-mail correspondence with team attorneys re format of document production.	520.00
5/19/08	EJS	1.50	Telephone conference with J. Barnes and L. Laveck re [REDACTED] and [REDACTED] [REDACTED] prepared email re same; reviewed stamped production.	742.50
5/19/08	JCH	3.25	Reviewed original CRST documents re identification of illegible documents.	487.50
5/20/08	RTM	.75	Work re CRST draft responses to EEOC document requests; office conference with E. Sullivan re same.	506.25
5/20/08	EJS	2.25	Reviewed list re missing acknowledgements; met with B. Markowski re response to EEOC's document request; revised same; organized files.	1,113.75
5/20/08	JCH	5.00	Reviewed original CRST documents re	750.00

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			identification of illegible documents.	
5/21/08	RTM	.75	Reviewed E. Sullivan research re issues related to EEOC requests for medical records; work re draft responses to EEOC document requests.	506.25
5/21/08	CK	1.75	Met with vendor re format and organization of document production; reviewed electronic docket re acquisition of recent pleadings; organized and filed EEOC production documents.	455.00
5/21/08	EJS	.50	Prepared email re response to EEOC's document requests; telephone conference with J. Barnes and L. Laveck re [REDACTED]	247.50
5/22/08	RTM	.50	Office conference with E. Sullivan re draft discovery responses; work re same.	337.50
5/22/08	CK	3.75	Reviewed and printed e-mail correspondence; prepared case correspondence and legal research for filing; updated pleading database; prepared images re same; updated e-mail correspondence database; met with J. Hohenstein and P. McCarthy re document production procedures; organized original production documents.	975.00
5/22/08	EJS	2.50	Met with B. Markowski re response to EEOC's document requests; revised same; telephone conference with L. Laveck re [REDACTED] prepared email re document hold reminder.	1,237.50
5/23/08	CJR	.25	Reviewed objections and responses to EEOC document requests.	137.50
5/23/08	EJS	.25	Reviewed correspondence re depositions.	123.75
5/23/08	JCH	.50	Updated correspondence file; updated legal research file.	75.00
5/27/08	RTM	.25/-25	[REDACTED]	168.75 / -168.75

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5/28/08	RTM	.25	Telephone conference with B. Tydall re discovery.	168.75
5/30/08	PLM	2.00	Updated production index with new CRST production documents.	320.00
5/30/08	JCH	2.00	Updated production database.	300.00
		133.25	PROFESSIONAL SERVICES	47,200.00

133.25  
 - .50  
 132.75

47,200.00  
 - 381.25  
 46,818.75

**DISBURSEMENTS**

Network Printing	2.04
Pacer Charges; PACER SERVICE CENTER; 04/04/2008	22.16
Photocopy & Related Expenses	12.35
Photocopy-NQue	129.90
Postage Nque	0.76
Westlaw Research	186.82
<b>TOTAL DISBURSEMENTS</b>	<b>354.03</b>

INVOICE TOTAL

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**SUMMARY OF PROFESSIONAL SERVICES**

NAME	HOURS	RATE	AMOUNT
JOHN H MATHIAS JR	1.75	850.00	1,487.50
ROBERT T MARKOWSKI	7.00	675.00	4,725.00
CARLA J. ROZYCKI	0.75	550.00	412.50
JOHN P. WOLFSMITH	4.75	525.00	2,493.75
EMMA J. SULLIVAN	49.00	495.00	24,255.00
J. ANDREW HIRTH	0.75	375.00	281.25
CHERYL J KRAS	26.50	260.00	6,890.00
PATRICK L. MCCARTHY	24.25	160.00	3,880.00
JONATHAN C. HOHENSTEIN	18.50	150.00	2,775.00
<b>TOTAL</b>	<b>133.25</b>		<b>47,200.00</b>

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(312) 222-9350CRST CARRIER GROUP  
P.O. BOX 68  
CEDAR RAPIDS, IA 52406  
ATTN: DAVID RUSCH

INVOICE # 9105969

JULY 29, 2008

CLIENT NUMBER - 43272-000

FOR PROFESSIONAL SERVICES RENDERED  
THROUGH JUNE 30, 2008

EEOC LITIGATION

MATTER NUMBER - 10048

6/02/08	CK	2.75	Reviewed revised document production; reviewed and proofread document production index	715.00
6/02/08	JPW	.75	Conference call with J Barnes re [REDACTED] [REDACTED] reviewed summary from J Barnes re [REDACTED] [REDACTED]	393.75
6/04/08	CK	2.25	Reviewed and organized working files received from C. Rozycki; prepared correspondence, legal research and attorney notes for filing; organized and filed complaint files	585.00
6/04/08	EJS	.25	Reviewed correspondence re document hold reminders and EEOC letter.	123.75
6/04/08	PLM	2.00	Updated correspondence with materials from C. Rozycki working files.	320.00
6/05/08	RTM	.25	Reviewed materials related to EEOC mass mailing to CRST drivers.	168.75
6/05/08	JCH	2.00	Chronologized and updated legal research files with C. Rozycki documents; indexed same; created index of complaint files.	300.00
6/06/08	JPW	.50	Reviewed letter from EEOC to female drivers; reviewed email from A Hirth re call	262.50

ALL PAYMENTS DUE WITHIN 30 DAYS OF INVOICE

Federal Identification No. 36-2192554

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from female driver.

6/06/08	EJS	.25	Reviewed correspondence and voicemail re [REDACTED]; reviewed chart re same.	123.75
6/06/08	JCH	2.00	Created index of complaint files.	300.00
6/09/08	JHM	.25	Reviewed EEOC correspondence re driver [REDACTED]; memo to R. Markowski re same.	212.50
6/09/08	JPW	.25	Conferred with E Sullivan and B Markowski re CRST document production.	131.25
6/09/08	EJS	2.25	Reviewed EEOC discovery responses; updated charts re same.	1,113.75
6/10/08	RTM	6.00/-5.00	Followed-up re discovery matters with J. Wolfsmith and E. Sullivan; reviewed EEOC discovery responses and followed-up with A. Hirth re verification issue; [REDACTED]	4,050.00/-3,375.00
6/10/08	CK	2.00	Reviewed and printed e-mail correspondence; updated e-mail and driver databases; prepared recent correspondence and pleadings for filing.	520.00
6/10/08	JPW	.25	Reviewed EEOC's responses to CRST discovery requests.	131.25
6/10/08	EJS	.75	Reviewed EEOC discovery responses, updated charts re same.	371.25
6/10/08	JCH	2.25	Updated complaint files re EEOC's response to CRST's first set of interrogatories; indexed same.	337.50
6/11/08	RTM	12.00/-12.00	[REDACTED]	8,100.00/-8,100.00
6/11/08	CK	.25	Telephone conferences with E. Sullivan re review and duplication of client documents.	65.00
6/11/08	JPW	1.50	Reviewed research from A Hirth re verification of interrogatories by	787.50

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			governmental agency; legal research re same and conferred with A Hirth re same; outlined issues with EEOC's discovery responses.	
6/11/08	EJS	4.00	Reviewed documents received from CRST; updated witness and class member charts.	1,980.00
6/11/08	JCH	2.00	Updated complaint files re EEOC's response to CRST's first set of interrogatories; updated correspondence file; updated court file; indexed same.	300.00
6/12/08	RTM	.25	Followed-up re EEOC's discovery responses.	168.75
6/12/08	JHM	.25	Reviewed correspondence re EEOC interrogatory answers.	212.50
6/13/08	CK	1.25	Reviewed, organized and filed EEOC production and documents received from client and Moyer & Bergman; updated case file index and production journal re same.	325.00
6/16/08	JPW	1.50	Prepared letter to EEOC re issues with its discovery responses; conferred with E Sullivan re status of CRST production.	787.50
6/16/08	EJS	4.00	Reviewed EEOC discovery responses; updated witness and class member charts.	1,980.00
6/16/08	JAH	1.00	Reviewed documents in class member files for privilege and production to EEOC.	375.00
6/16/08	JCH	6.00	Reviewed new documents received from client re missing and illegible documents.	900.00
6/17/08	RTM	4.50 / -4.50	<div style="border: 1px solid black; padding: 2px; display: inline-block;">REDACTED</div>	3,037.50 / -3,037.50
6/17/08	EJS	.50	Corresponded with J. Wolfsmith and A. Hirth re document issues; reviewed message from L. Laveck re same.	247.50
6/17/08	JAH	.25	E-mailed E. Sullivan re document production and privilege log.	93.75
6/18/08	JPW	.25	Reviewed summary from E Sullivan of CRST production.	131.25

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6/18/08	EJS	3.25	Reviewed documents received from client; updated witness and class member charts.	1,608.75
6/19/08	RTM	.25	Drafted e-mail to E. Sullivan re status of analysis of EEOC discovery responses, identification of witnesses, and summary judgment strategy re pattern allegations.	168.75
6/19/08	EJS	.25	Reviewed email from B. Markowski re summary judgment; responded to same.	123.75
6/23/08	CK	3.25	Reviewed documents received from client for select requested documents; prepared same for production; edited list of requested documents for J. Wolfsmith and E. Sullivan review.	845.00
6/23/08	EJS	3.00	Updated class member and witness charts.	1,485.00
6/24/08	RTM	.25	Telephone conference with D. Rusch re [REDACTED]	168.75
6/24/08	CK	.50	Organized and filed complaint files received from team attorneys.	130.00
6/24/08	EJS	.25	Edited class member chart.	123.75
6/25/08	CK	2.75	Organized and filed class member information, legal research and attorney notes received from J. Wolfsmith; updated case file index; reviewed e-mail correspondence re document collection and production.	715.00
6/25/08	EJS	5.00	Edited class member and witness charts; telephone conference with L. Laveck re [REDACTED]; prepared email to L. Laveck and J. Barnes re [REDACTED]	2,475.00
6/25/08	JAH	.25	Reviewed research re pattern & practice; e-mailed same to E. Sullivan.	93.75
6/26/08	CK	1.25	Reviewed files for [REDACTED] list of employees; e-mail correspondence with E. Sullivan re same; reviewed electronic docket for recent pleadings.	325.00
6/26/08	EJS	7.75	Edited class member and witness charts;	3,836.25



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telephone conference with J. Barnes re  
[REDACTED], prepared email to J. Barnes  
and L. Laveck re [REDACTED]

6/30/08	RTM	.25	Office conference with J. Mathias re status and followed-up re meeting with J. Smith and D. Rusch.	168.75
6/30/08	JHM	.75	Reviewed correspondence re meeting with J. Smith and D. Rusch; memo to R. Markowski re same; conference with R. Markowski re status; reviewed E. Sullivan memo re driver complaints, attached chart, and possible summary judgment motion.	637.50
6/30/08	CK	1.50	Met with J. Hohenstein re review and comparison of [REDACTED] employees and to complaint files; updated driver database; reviewed working files received from J. Mathias; prepared same for filing.	390.00
6/30/08	EJS	6.25	Edited class member and witness charts; reviewed [REDACTED] received from L. Laveck; prepared outline analyzing summary judgment issues; prepared email to B. Markowski re same.	3,093.75
6/30/08	JCH	1.00	Created a list of [REDACTED] CRST employees involved in complaint.	150.00
		104.25	PROFESSIONAL SERVICES	46,190.00
		<u>- 21.50</u>		<u>- 14,512.50</u>
<b>DISBURSEMENTS</b>		<b>82.75</b>		<b>31,677.50</b>

Filing Fee; LA SALLE BANK; 04/30/2008; P. Long 4/08 statement	150.00
Network Printing	292.02
Out of Town Travel; ROBERT T. MARKOWSKI; 06/11/2008 Cedar Rapids, WI	252.50
Pacer Charges	187.28
Photocopy-NQue	2.16
Postage Nque	1.13
Westlaw Research	683.32
<b>TOTAL DISBURSEMENTS</b>	<b>1,568.41</b>

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(312) 222-9350

INVOICE TOTAL

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**SUMMARY OF PROFESSIONAL SERVICES**

NAME	HOURS	RATE	AMOUNT
JOHN H MATHIAS JR	1.25	850.00	1,062.50
ROBERT T MARKOWSKI	23.75	675.00	16,031.25
JOHN P. WOLFSMITH	5.00	525.00	2,625.00
EMMA J. SULLIVAN	37.75	495.00	18,686.25
J. ANDREW HIRTH	1.50	375.00	562.50
CHERYL J KRAS	17.75	260.00	4,615.00
PATRICK L. MCCARTHY	2.00	160.00	320.00
JONATHAN C. HOHENSTEIN	15.25	150.00	2,287.50
TOTAL	104.25		46,190.00

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 CHICAGO, ILLINOIS 60611  
 (312) 222-9350

CRST CARRIER GROUP  
 P.O. BOX 68  
 CEDAR RAPIDS, IA 52406  
 ATTN: DAVID RUSCH

INVOICE # 9109044

AUGUST 21, 2008

CLIENT NUMBER - 43272-000

FOR PROFESSIONAL SERVICES RENDERED  
 THROUGH JULY 31, 2008

EEOC LITIGATION

MATTER NUMBER - 10048

7/01/08	JAH	2.00	Reviewed class member files for privileged documents to prepare privilege log.	750.00
7/02/08	RTM	.25	Followed-up re discovery matters.	168.75
7/02/08	JHM	.25	Reviewed correspondence re status of document production to EEOC.	212.50
7/02/08	CK	2.50	Organized and prepared client documents for production.	650.00
7/02/08	EJS	1.00	Conferred with B. Markowski re document status; prepared e-mail to L. Laveck re [REDACTED] reviewed same.	495.00
7/03/08	CK	2.25	Organized additional documents received from client for production; updated list of missing employee acknowledgement forms; prepared production documents for imaging.	585.00
7/07/08	RTM	5.50	Analyzed E. Sullivan charts re witnesses and facts relating to class member claims; prepared for meeting with J. Smith and D. Rusch; office conference with J. Mathias re case strategy; attended meeting with J. Smith, D. Rusch, and J. Mathias re [REDACTED] followed-up with B. Tyndall re status regarding identification of additional class members; followed-up with C. Rozycki re issues relating to Moyer & Berman training sessions.	3,712.50

ALL PAYMENTS DUE WITHIN 30 DAYS OF INVOICE

Federal Identification No. 36-2192554

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7/07/08	JHM	3.00	Prepared for client meeting; conference with R. Markowski re same and re overall case strategy; attended meeting with D. Rusch and J. Smith (by conference call).	2,550.00
7/07/08	CK	1.50	Reviewed and proofread electronic production file; prepared same for team attorney review; organized and filed original production documents; met with J. Hohenstein re update of witness list with additional driver information.	390.00
7/07/08	CJR	1.00	Reviewed and prepared e-mails to and from R. Markowski re training [REDACTED] [REDACTED] met with E. Sullivan re research re same.	550.00
7/07/08	EJS	3.50	Reviewed charts of current employees received from L. Laveck; edited witness chart with updated information; researched [REDACTED] [REDACTED] Ellerth/Faragher affirmative defense; met with C. Rozycki re same.	1,732.50
7/07/08	JCH	5.00	Updated witness chart with driver information.	750.00
7/08/08	RTM	.25	Followed-up re draft notice of depositions and production of documents to EEOC.	168.75
7/08/08	JHM	.25	Reviewed correspondence re deposition scheduling.	212.50
7/08/08	CK	2.00	Proof read and prepared electronic production for team attorney review and shipment to B. Tyndall; organized and filed original production documents.	520.00
7/08/08	EJS	2.00	Researched [REDACTED] [REDACTED] Ellerth/Faragher affirmative defense; prepared notice of depositions; prepared e-mail to B. Markowski re postings.	990.00
7/09/08	RTM	1.50	Work re notice of class member depositions and drafted letter to B. Tyndall re same; followed-up re discovery issues.	1,012.50
7/09/08	JHM	.50	Reviewed and revised draft letter to EEOC	425.00

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			attorney; reviewed correspondence re initial disclosures.	
7/09/08	CK	4.75	Prepared electronic files for production; worked on revising same per E. Sullivan; prepared and revised draft cover correspondence for J. Wolfsmith review; organized and filed class member binders.	1,235.00
7/09/08	EJS	4.00	Researched [REDACTED] Ellerth/Faragher affirmative defense; prepared memo re same; edited notice of depositions; prepared e-mail to B. Markowski re status of document production; conferred with A. Hirth and J. Wolfsmith re same; edited supplement to initial disclosures.	1,980.00
7/09/08	JCH	5.00	Reviewed CRST production index and document images re document production; indexed CRST production documents.	750.00
7/10/08	RTM	.25	Followed-up re preparation for class member depositions.	168.75
7/10/08	CK	5.50	Prepared and proofread cds of electronic production documents and cover correspondence re same; prepared materials for shipment to B. Tyndall; updated production journal; reviewed and redacted additional client documents for production; met with J. Hohenstein re review and redaction of trip inquiry reports.	1,430.00
7/10/08	EJS	3.00	Prepared memo re [REDACTED] Ellerth/Faragher affirmative defense; edited supplement to initial disclosures; prepared e-mail to L. Laveck and J. Barnes re [REDACTED]; conferred with J. Wolfsmith re document production; prepared letter to B. Tyndall re document production issues; reviewed workers' compensation documents.	1,485.00
7/10/08	JCH	3.00	Indexed production documents.	450.00
7/11/08	RTM	.25	Work or drafted letter to B. Tyndall re document production.	168.75

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7/11/08	JPW	.25	Reviewed EEOC supplemental disclosures and document requests; reviewed letter to B Tyndall from B Markowski re depositions.	131.25
7/11/08	JCH	5.75	Reviewed and prepared trip inquiry documents for production.	862.50
7/12/08	EJS	.50	Reviewed new discovery requests; prepared email to L. Laveck and J. Barnes re same; reviewed letter to B. Tyndall re [REDACTED]	247.50
7/14/08	RTM	1.00	Telephone conference with B. Tyndall re discovery issues and followed-up re same.	675.00
7/14/08	JHM	.25	Conference with R. Markowski re status and results of call with B. Tyndall.	212.50
7/14/08	CK	4.50	Prepared and organized client documents for production; reviewed and printed e-mail correspondence and attachments; prepared case correspondence and pleadings for filing; updated case notebook with discovery requests and responses and correspondence re document production.	1,170.00
7/14/08	EJS	.75	Reviewed and responded to emails from L. Laveck, J. Hohenstein, J. Wolfsmith and C. Kras re [REDACTED]	371.25
7/15/08	RTM	.50/- .50	[REDACTED]	337.50/-337.50
7/15/08	JHM	.25/- .25	[REDACTED]	212.50/-212.50
7/15/08	CK	5.25	Reviewed production documents for select sample acknowledgement forms; prepared same for transmission to E. Sullivan; proofread and edited production index; prepared same for J. Wolfsmith and E. Sullivan review; updated e-mail correspondence database; updated pleading database with links to images of recent pleadings.	1,365.00
7/15/08	EJS	5.75	Updated chart re status of document collection; prepared email to L. Laveck re [REDACTED]	2,846.25

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			██████████ met with C. Rozycki re ██████████ memo; edited same; reviewed new class member documents received from CRST; prepared email to J. Wolfsmith re same; edited supplement to initial disclosures.	
7/15/08	JCH	4.00	Updated production database; reviewed employee records re trip inquiries.	600.00
7/16/08	RTM	5.50 / -200	Prepared for conference call with B. Tyndall re discovery issues; work re draft supplemental disclosure document; <span style="border: 1px solid black; padding: 2px;">REDACTED</span> conference call with B. Tyndall and E. Sullivan re depositions and related matters; work related to class member summary spreadsheet.	3,712.50 / -1350.00
7/16/08	RTM	.25	Telephone conference with L. Shaevez re ██████████ ██████████	168.75
7/16/08	CK	4.50	Prepared document production and draft cover correspondence for J. Wolfsmith review; met with J. Wolfsmith re same; met with J. Wolfsmith and A. Hirth re collection and organization of privileged documents; created privileged document database.	1,170.00
7/16/08	CJR	.25 / -25	<span style="border: 1px solid black; padding: 2px;">REDACTED</span>	137.50 / -137.50
7/16/08	EJS	5.50 / -250	Edited supplement to initial disclosures; <span style="border: 1px solid black; padding: 2px;">REDACTED</span> conferred with A. Hirth re privilege issues; met with B. Markowski re depositions; participated in conference call with B. Tyndall and B. Markowski re scheduling and case status; prepared summary of call with B. Tyndall.	2,722.50 / -1237.50
7/16/08	JAH	1.25	Reviewed document binders of class members for privilege; conference with E. Sullivan and C. Kras re same; conference with J. Wolfsmith re privilege log and witness binders.	468.75
7/16/08	JCH	5.00	Created witness files for female class participants; indexed production documents.	750.00
7/17/08	RTM	1.00	Followed-up re ██████████ with D. Rusch; reviewed materials re eight drivers identified by	675.00

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B. Tyndall for depositions; followed-up re document production issues.

7/17/08	JHM	.25	Reviewed correspondence re meeting with EEOC counsel B. Tyndall.	212.50
7/17/08	CK	6.00	Met with J. Wolfsmith re document production and privilege log; revised and proofread document production; created privileged document database; met with J. Hohenstein re review of complaint files re tagging of privileged documents; organized and filed original client documents.	1,560.00
7/17/08	JPW	1.75	Reviewed summary of conference call with B Tyndall; reviewed documents re CRST production; conferred with E Sullivan re same.	918.75
7/17/08	EJS	4.75	Prepared memo summarizing conference call with B. Tyndall; edited supplement to initial disclosures; prepared index of CRST's document production; reviewed new documents re class members received from CRST; prepared email to L. Laveck re document issues.	2,351.25
7/17/08	JAH	.25	Conference with J. Wolfsmith and C. Kras re complaint files of class members.	93.75
7/17/08	JCH	3.00	Created witness files; updated production index with confidential documents.	450.00
7/18/08	EJS	.25	Reviewed and responded to emails from L. Laveck re documents; sent email to B. Markowski re document collection status.	123.75
7/18/08	JCH	1.00	Updated privileged documents.	150.00
7/19/08	CK	.25	Organized and prepared client documents for production.	65.00
7/19/08	EJS	.25	Reviewed email from B. Markowski re depositions; reviewed and responded to email from J. Wolfsmith re documents.	123.75
7/21/08	RTM	6.00	Reviewed B. Tyndall proposals re depositions and identified issues for discussion followed-up re document production issues; work re	4,050.00



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spreadsheet analysis of facts relating to class members; office conference with J. Mathias re strategy re class member depositions and related matters.

7/21/08	JHM	.75	Reviewed correspondence re deposition scheduling; conference with R. Markowski re same; reviewed supplemental disclosures; conference with R. Markowski re discovery logistics and related strategy.	637.50
7/21/08	CK	5.25	Met with J. Wolfsmith re review of complaint files for privileged documents; updated files for production; prepared production documents for attorney review and shipment to B. Tyndall; created cover correspondence re same; updated production document index.	1,365.00
7/21/08	CJR	.50	Reviewed and prepared e-mails re [REDACTED]	275.00
7/21/08	JPW	4.00	Reviewed revised supplemental disclosures; conferred with B Markowski re CRST document production; reviewed CRST document production; conferred with E Sullivan and A Hirth re privileged documents; conferred with T Wolle re [REDACTED] claim; reviewed legal memorandum from A Hirth re treating physicians; reviewed information re deponents.	2,100.00
7/21/08	EJS	3.00	Edited supplement to initial disclosures; reviewed new documents; updated chart re same; reviewed Burger King case; conferred with J. Wolfsmith and A. Hirth re documents and privilege issues; prepared e-mail to R. Markowski re chart.	1,485.00
7/21/08	JAH	2.00	Reviewed documents tagged as privilege; researched requirement of expert report from treating physicians; e-mailed findings re same to B. Markowski and J. Mathias.	750.00
7/21/08	PLM	4.00	Reviewed CRST production for class member acknowledgement forms re creation of witness files.	640.00

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7/22/08	RTM	8.00	Reviewed B. Tyndall e-mail re deposition schedule and drafted response re same and related discovery issues; work re class member spreadsheet; reviewed materials re class member allegations; preliminary preparations for class member depositions; work re discovery issues relating to CRST document production; office conference with J. Wofsmith, E. Sullivan, and C. Kras re deposition preparation projects.	5,400.00
7/22/08	JHM	.25	Reviewed correspondence re discovery scheduling and EEOC positions.	212.50
7/22/08	CK	7.25	Revised document production; met with J. Wolfsmith re same; updated index to produced documents for transmission to EEOC; updated production document database; revised privileged document database; met with team attorneys re creation of witness files and deposition preparation; e-mail correspondence re Chicago depositions.	1,885.00
7/22/08	CJR	.75	Reviewed e-mail re deposition; met with E. Sullivan re privilege issues re [REDACTED] [REDACTED] prepared e-mails to and from R. Markowski re same.	412.50
7/22/08	JPW	3.75	Reviewed CRST production reviewed index re production; conferred with T Wolle re [REDACTED] claim; reviewed privileged documents; conferred with E Sullivan re same; reviewed B Markowski summary of issues with EEOC for depositions and document production; reviewed spreadsheet re status of production; reviewed B Tyndall letter re outstanding issues.	1,968.75
7/22/08	EJS	3.25	Reviewed [REDACTED] documents re privilege; met with C. Rozycki, J. Wolfsmith and A. Hirth re same; reviewed [REDACTED] file; prepared index.	1,608.75
7/22/08	PLM	6.25	Reviewed CRST production for class member acknowledgement forms re creation of witness files.	1,000.00
7/23/08	RTM	9.25/-2.00	Reviewed Tuttle documents and work re Tuttle	6,243.75/-1350.00

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deposition outline; reviewed O'Donnell documents and work re O'Donnell deposition outline; analysis of EEOC interrogatory responses; work on class member case outline summaries for initial depositions; followed-up with E. Sullivan re obtaining additional facts relating to Pinchen and O'Donnell;

REDACTED

supplement class member spreadsheet.

7/23/08 JHM .50 / - .50

425.00 / - 425.00

REDACTED

7/23/08	CK	6.00	Prepared production documents and cover correspondence for shipment to B. Tyndall; collected and organized privileged documents; prepared same for imaging; updated case calendar with deposition scheduling information; prepared production documents for duplication and integration into witness files.	1,560.00
7/23/08	JPW	2.00	Reviewed letter drafted by A Hirth re EEOC position on physician testimony; reviewed CRST document production.	1,050.00
7/23/08	EJS	.25	Prepared index for EEOC re CRST document production.	123.75
7/23/08	JAH	2.00	Reviewed case law and Federal Rules re treating physicians as expert witnesses; prepared draft email to opposing counsel re Rule 26(a)(2)(A)-(B) disclosures and reports from treating physicians; e-mailed same to B. Markowski.	750.00
7/24/08	RTM	5.50	Work re class member information spreadsheet; reviewed A. Hirth research re expert disclosure issues; drafted e-mail to B. Tyndall re same and re related discovery issues.	3,712.50
7/24/08	JHM	.25	Reviewed correspondence with EEOC counsel re expert identification and reports.	212.50
7/24/08	CK	8.00	Reviewed and organized production documents	2,080.00

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re creation of witness files; prepared employee complaint files for production; updated privilege log database with images of privileged documents.

7/24/08	JPW	2.25	Reviewed CRST production for privilege; conferred with E Sullivan re same; reviewed materials re [REDACTED] sent by E Sullivan; conferred with E Sullivan re deposition preparation; reviewed materials re same; reviewed letter from B Tyndall re production.	1,181.25
7/25/08	RTM	7.00	Work re class member spreadsheet; prepared for class member depositions; prepared for conference call with B. Tyndall re same; conference call with J. Kamp, B. Tyndall, and E. Sullivan re discovery issues; followed-up with J. Wolfsmith, et al. re factual preparation for upcoming depositions; office conference with J. Mathias re same and various strategic issues; telephone conference with J. Mathias and D. Rusch re [REDACTED]	4,725.00
7/25/08	JHM	.25	Reviewed correspondence re potential expert witnesses; reviewed R. Markowski correspondence re additional class members.	212.50
7/25/08	JHM	2.25	Reviewed correspondence from EEOC counsel; conference with R. Markowski re status, strategy, and results of call with EEOC counsel; telephone conference with D. Rusch re [REDACTED] [REDACTED] reviewed synopsis of [REDACTED] [REDACTED] reviewed correspondence re Qualcomm messages.	1,912.50
7/25/08	CK	4.00	Prepared additional client documents for production; reviewed attorney files re same; prepared EEOC production documents for witness files and attorney review; prepared select witness files for attorney review re deposition preparation; updated production log.	1,040.00
7/25/08	CJR	.25	Reviewed and prepared e-mails re statistical expert.	137.50
7/25/08	JPW	.50	Reviewed materials re Tuttle and Pinchem;	262.50

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reviewed questions from B Tyndall re  
production; responded to B Markowski re  
questions from B Tyndall on CRST production.

7/25/08	EJS	3.00	Telephone conference with EEOC re depositions and documents; prepared summary of same; prepared e-mails re document production.	1,485.00
7/25/08	JCH	5.00	Updated witness files for class members; updated document production index for EEOC; updated privilege log.	750.00
7/26/08	RTM	5.25/-25	Work re driver information spreadsheets; prepared for initial class member depositions.	3,543.75/-168.75
7/26/08	JHM	.25 /-.25	<div style="border: 1px solid black; padding: 2px; display: inline-block;">REDACTED</div>	212.50 /-212.50
7/26/08	CK	.50	Updated witness files; prepared same for imaging and team attorney review.	130.00
7/27/08	RTM	3.50	Prepared for initial class member depositions; reviewed research re damages issues.	2,362.50
7/28/08	RTM	7.75	Work re preparation for initial depositions of class members; drafted e-mail to J. Mathias re damages issues; followed-up with K. Visser and T. Wolle re deposition scheduling; office conference with J. Mathias re Burger King decision and potential experts; followed-up re same; office conference with J. Wolfsmith and E. Sullivan re document discovery issues; conference call with B. Tyndall, J. Wolfsmith, and E. Sullivan re same and deposition scheduling issue; work re draft e-mails to Tyndall and followed-up with J. Wolfsmith and E. Sullivan re same.	5,231.25
7/28/08	JHM	1.50	Reviewed correspondence re Campbell and Sherry O'Donnell; reviewed history of EEOC settlements and dispositions in similar cases; reviewed Burger King case; conference with R. Markowski re same and re proposed use of statistical expert; reviewed correspondence from K. Visser re depositions.	1,275.00
7/28/08	CK	8.00	Revised document production; prepared same	2,080.00

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for team attorney review; prepared select witness files for duplication and team attorney review; reviewed production for personnel file for E. Sullivan review; prepared EEOC interrogatory answers for A. Hirth review; prepared additional client documents for production; updated witness file status chart.

7/28/08	JPW	3.50	Conferred with E Sullivan re [REDACTED] file; reviewed materials re [REDACTED] allegations. Prepared for and participated in conference call with B. Markowski and E. Sullivan re production issues; prepared for and participated in conference call with B. Tyndall re same; reviewed index of production.	1,837.50
7/28/08	EJS	8.00	Prepared emails to L. Oetken and J. Barnes re [REDACTED]; reviewed new documents received re O'Donnell and Pinchem; prepared O'Donnell timeline and cross examination points; met with R. Markowski and J. Wolfsmith re depositions; participated in call with EEOC re same.	3,960.00
7/28/08	JAH	.75	Conferenced with J. Wolfsmith re deposition preparation; reviewed documents re deponents from C. Kras.	281.25
7/28/08	JCH	4.00	Reviewed production documents for witness file materials; updated witness files.	600.00
7/29/08	RTM	9.25	Work re preparation for initial class member depositions; office conferences with J. Mathias re same and re case strategy; reviewed materials relating to potential summary judgment theories; drafted memo to J. Mathias, et al re chronology of class member claims and implications for [REDACTED] motions.	6,243.75
7/29/08	JHM	3.50	Conference with R. Markowski re status and strategy; reviewed relevant case law re pattern and practice standards of proof; various e-mails to team re same.	2,975.00
7/29/08	CK	9.00	Revised and updated document production;	2,340.00

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prepared same for E. Sullivan review; prepared production and cover correspondence for shipment to B. Tyndall; collected and copied general witness file documents for team attorney review; coordinated court reporters for 08.05 - 08.07 depositions; reviewed files for documents referencing select witnesses for E. Sullivan review; prepared and organized additional client documents for production.

7/29/08	JPW	4.75	Conferred with B Markowski re deposition preparation materials; conferred with E Sullivan re production; worked on deposition preparation; reviewed training materials from client for deposition use; reviewed responses from J Barnes and T Wolle re certain documents to be produced; reviewed information from J Barnes re [REDACTED]	2,493.75
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7/29/08	EJS	7.00	Reviewed HR files to be produced; corresponded with J. Barnes and J. Wolfsmith re [REDACTED] [REDACTED] conferred with A. Hirth re privilege issues; prepared O'Donnell timeline and cross examination points.	3,465.00
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7/29/08	JAH	7.25	Reviewed interrogatory responses and flagged relevant documents for class members Sharon Pinchem and Traicie Tuttle; prepared chronologies for B. Markowski; reviewed HR files for document production for potential work-product protection; researched cases and law review article for J. Mathias.	2,718.75
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7/29/08	JCH	6.00	Reviewed production documents for witness file materials; updated witness files; printed production documents.	900.00
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7/30/08	RTM	9.25/-2.00	[REDACTED]	6,243.75/-1,350. <sup>00</sup>
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preparation for initial class member depositions; office conference with J. Mathias re same; reviewed reports re CRST document production status; office conference with J. Wolfsmith and E. Sullivan re same; drafted e-mail to J. Mathias re same; reviewed S. O'Donnell, S. Pinchem,

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and T. Tuttle witness files; followed-up re CRST document production issues.

7/30/08	JHM	1.25	Reviewed correspondence re driver training material and lead driver evaluations; responded to same; memos to A. Hirth re building evidence of [REDACTED] [REDACTED] conference with R. Markowski re same; reviewed correspondence from J. Wolfsmith re same; reviewed additional internal correspondence re driver training materials and document production.	1,062.50
7/30/08	CK	7.75	Prepared summary of trip inquiries for E. Sullivan review; compared documents received from client to produced documents; prepared client documents for production and shipment to B. Tyndall; prepared production documents for integration into witness files; prepared EEOC production documents for team attorney review and integration into witness files.	2,015.00
7/30/08	JPW	8.00	Conference call with J Barnes and L Oetken re [REDACTED]; conferred with E Sullivan re same and re deposition preparation; reviewed files re deponents; reviewed documents for CRST production; conference call with L Long re [REDACTED]; conference call with R Kopecky re [REDACTED] and re documentation for production; reviewed and revised email to B Tyndall re production by CRST; conference call with S Hannah re document collection and production; conferred with B Markowski re [REDACTED] production; reviewed B Markowski and E Sullivan and J Mathias emails re deposition issues and strategy; worked on deposition preparation.	4,200.00
7/30/08	EJS	8.00	Reviewed general documents; prepared O'Donnell timeline and cross examination points; reviewed new documents; corresponded with J. Barnes and L. Oetken re document issues.	3,960.00



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7/30/08	JAH	7.00	Reviewed Sharon Pinchem and Tracie Tuttle production documents and interrogatory responses; prepared timelines of their employment before, during, and after CRST for deposition prep.	2,625.00
7/30/08	JCH	6.00	Updated witness files; printed and prepared documents for production; updated production index.	900.00
7/31/08	RTM	5.75	Prepared for initial class member depositions; followed-up re CRST discovery issues.	3,881.25
7/31/08	JHM	.25	Reviewed correspondence re deposition preparation for claimant drivers.	212.50
7/31/08	CK	9.00	Compared materials received from client to produced documents re identification of additional materials to be produced; printed and organized client documents for production; prepared and revised document production; created index to same; updated QualComm and trip inquiry summary charts.	2,340.00
7/31/08	JPW	3.25	Reviewed and commented on draft chronology and examination points for S O'Donnell; reviewed and commented on index of production; conferred with B Markowski re CRST investigation files; reviewed and commented on draft chronology and examination points for S Pinchem; conferred with A Hirth re CRST supplemental document production; reviewed update from L Oetken and E Sullivan re CRST document collection and production and re specific class member related issues.	1,706.25
7/31/08	EJS	7.00	Prepared O'Donnell timeline and cross examination points; reviewed new documents; corresponded with J. Barnes and L. Oetken re document issues; conferred with J. Wolfsmith re same.	3,465.00
7/31/08	JAH	5.50	Revised Tuttle and Pinchem timelines re new documents from EEOC; reviewed interrogatory narratives from Tuttle and Pinchem; drafted	2,062.50

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cross-exam points re same; reviewed document  
production for privilege; conferenced with J.  
Wolfsmith re same.

7/31/08	JCH	8.00	Updated production index; updated witness files.	1,200.00
		418.75	PROFESSIONAL SERVICES	178,605.00
		<del>-10.50</del>		<del>-6,781.25</del>
<b>DISBURSEMENTS</b>		<b>408.25</b>		<b>171,823.75</b>
ID=23661 Conducted by Gerace, Kathlyn F Type: Client Meeting# in Attendance 4				2.37
Network Printing				137.10
Network Printing, CONSOLIDATED RECORD #: 13456				66.06
Network Printing, CONSOLIDATED RECORD #: 38690				61.08
Network Printing, CONSOLIDATED RECORD #: 43624				186.06
Network Printing, CONSOLIDATED RECORD #: 48568				230.88
Network Printing, CONSOLIDATED RECORD #: 55251				308.10
Pacer Charges; PACER SERVICE CENTER; 07/07/2008				10.80
Photocopy & Related Expenses				50.70
Photocopy & Related Expenses, CONSOLIDATED RECORD #: 11196				0.07
Photocopy & Related Expenses, CONSOLIDATED RECORD #: 31690				1,036.81
Photocopy & Related Expenses, CONSOLIDATED RECORD #: 50596				311.46
Photocopy-NQue, CONSOLIDATED RECORD #: 22203				2.64
Photocopy-NQue, CONSOLIDATED RECORD #: 26029				0.18
Photocopy-NQue, CONSOLIDATED RECORD #: 34249				86.52
Photocopy-NQue, CONSOLIDATED RECORD #: 38691				3.24
Photocopy-NQue, CONSOLIDATED RECORD #: 43625				70.62
Photocopy-NQue, CONSOLIDATED RECORD #: 48569				189.60
Photocopy-NQue, CONSOLIDATED RECORD #: 55252				152.76
Photocopy-NQue, CONSOLIDATED RECORD #: 8189				0.12
Postage Nque				0.42
Postage Nque, CONSOLIDATED RECORD #: 22202				1.51
Postage Nque, CONSOLIDATED RECORD #: 34248				0.84
UPS tracking# 1Z6134380191544404 Inv# 00000613438288				10.43
Westlaw Research				1,015.20
<b>TOTAL DISBURSEMENTS</b>				<b>3,935.57</b>

INVOICE TOTAL \$ !Undefined

Bookmark, FEETOTAL1

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**SUMMARY OF PROFESSIONAL SERVICES**

<b>NAME</b>	<b>HOURS</b>	<b>RATE</b>	<b>AMOUNT</b>
JOHN H MATHIAS JR	15.75	850.00	13,387.50
ROBERT T MARKOWSKI	92.75	675.00	62,606.25
CARLA J. ROZYCKI	2.75	550.00	1,512.50
JOHN P. WOLFSMITH	34.00	525.00	17,850.00
EMMA J. SULLIVAN	70.75	495.00	35,021.25
J. ANDREW HIRTH	28.00	375.00	10,500.00
CHERYL J KRAS	103.75	260.00	26,975.00
PATRICK L. MCCARTHY	10.25	160.00	1,640.00
JONATHAN C. HOHENSTEIN	60.75	150.00	9,112.50
TOTAL	418.75		178,605.00

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P.O. BOX 68  
CEDAR RAPIDS, IA 52406  
ATTN: DAVID RUSCH

INVOICE # 9111821

SEPTEMBER 19, 2008

CLIENT NUMBER - 43272-000

FOR PROFESSIONAL SERVICES RENDERED  
THROUGH AUGUST 31, 2008

EEOC LITIGATION

MATTER NUMBER - 10048

8/01/08	RTM	5.00	Prepared for S. O'Donnell deposition; followed-up re issues relating to CRST document production.	3,375.00
8/01/08	CK	10.50	Organized and indexed case materials for use as exhibits to S. O'Donnell deposition; prepared same for duplication and R. Markowski review; printed and organized client documents for production; prepared document production and cover correspondence for shipment to B. Tyndall; prepared production documents re T. Tuttle and S. Pinchem for J. Wolfsmith and A. Hirth review; prepared production documents re S. O'Donnell for e-mail transmission to E. Sullivan; updated production journal.	2,730.00
8/01/08	JPW	6.00	Reviewed and revised chronology re S Pinchem; reviewed files re S Pinchem; conferred with A Hirth re Pinchem and Tuttle; conference call with J Barnes re [REDACTED] [REDACTED] reviewed documents for production; analyzed T Tuttle witness file.	3,150.00
8/01/08	EJS	2.25	Reviewed new documents; updated O'Donnell timeline and cross examination points; conferred with J. Wolfsmith re document issues.	1,113.75
8/01/08	JAH	5.00	Prepared witness files, timelines, and	1,875.00

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			deposition cross points re Sharon Pinchem for B. Markowski.	
8/02/08	RTM	4.50	Prepared for Tuttle, Pinchem, and O'Donnell depositions.	3,037.50
8/02/08	JHM	.25	Reviewed correspondence re deposition preparation.	212.50
8/02/08	CK	7.25	Prepared client e-mail correspondence for attorney review and production; organized documents withheld from production; updated production index; prepared select production documents for J. Wolfsmith review and for transmission to E. Sullivan; prepared select witness files for duplication; prepared document production and cover correspondence for team attorney review; organized T. Tuttle witness file for R. Markowski review; prepared production documents for addition to witness files.	1,885.00
8/02/08	JPW	6.00	Reviewed and revised chronology re T Tuttle; reviewed files re S Pinchem and S O'Donnell; prepared summaries re same for B Markowski; met with A Hirth re document production, privilege log and deposition preparation issues; analyzed files re Tuttle for deposition strategy for B Markowski; reviewed additional production by EEOC and by CRST.	3,150.00
8/02/08	EJS	2.75	Reviewed new documents; updated O'Donnell timeline and cross examination points; conferred with J. Wolfsmith re document issues.	1,361.25
8/02/08	JAH	7.00	Prepared witness files, timelines, and deposition cross points re Tracie Tuttle for B. Markowski; updated same re Sherry O'Donnell.	2,625.00
8/03/08	RTM	4.00	Prepared for Tuttle, O'Donnell, and Pinchem depositions; drafted e-mail to J. Wolfsmith, et al. re preparation for Shepler, Chester, and Baragar depositions.	2,700.00

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8/03/08	JHM	.25	Reviewed correspondence re deposition preparation.	212.50
8/03/08	CK	1.25	Revised document production and witness files.	325.00
8/03/08	JPW	1.25	Worked on deposition preparation and document production issues.	656.25
8/03/08	EJS	.75	Reviewed and responded to correspondence re depositions and training.	371.25
8/04/08	RTM	7.75	Prepared for O'Donnell deposition; reviewed CRST orientation training materials; followed-up with E. Sullivan re issues re CRST documents; responded to R. Corbett inquiry re case status; telephone conference with B. Tyndall and J. Szromba re deposition logistics.	5,231.25
8/04/08	JHM	.25	Reviewed correspondence re preparation for driver depositions.	212.50
8/04/08	CK	10.00	Printed and organized training materials for production; prepared production documents and cover correspondence for messenger delivery and e-mail transmission to B. Tyndall; prepared production documents and pleadings for E. Sullivan review; prepared training materials for A. Hirth review; met with R. Markowski re preparation for S. O'Donnell deposition; gathered additional documents to be used in S. O'Donnell deposition; organized and indexed same; gathered and organized exhibits to be used in T. Tuttle deposition.	2,600.00
8/04/08	JPW	5.00	Reviewed CRST documents for production; prepared letter to B Tyndall re production; reviewed information re CRST operations department; conferred with J Barnes and L Oetken re [REDACTED] [REDACTED] reviewed summary of E Sullivan discussion with L Long; reviewed protective order; reviewed additional documents re Pinchem and other deponents; summarized	2,625.00

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			same for B Markowski; reviewed summary from A Hirth re training materials for certain deponents.	
8/04/08	EJS	5.75	Telephone conference with L. Long re [REDACTED]; reviewed new documents received from CRST; prepared O'Donnell timeline.	2,846.25
8/04/08	JAH	5.00	Collected all training materials received from client into chart; verified creation dates of documents; conferred with E. Sullivan and J. Wolfsmith re [REDACTED] training materials [REDACTED] [REDACTED] [REDACTED]	1,875.00
8/04/08	JCH	7.00	Updated witness files; prepared documents for production; prepared documents for depositions.	1,050.00
8/05/08	RTM	9.25	Prepared for and took deposition of S. O'Donnell; office conference with B. Tyndall re discovery issues relating to experts and other matters; prepared for deposition of T. Tuttle; reviewed training materials; drafted flash summary of O'Donnell deposition.	6,243.75
8/05/08	JHM	.25	Reviewed correspondence from R. Markowski re results of driver deposition.	212.50
8/05/08	CK	10.00	Organized exhibits for use at T. Tuttle deposition; gathered and organized documents for use as exhibits to S. Pinchem deposition; gathered T. Tuttle and S. Pinchem [REDACTED] materials for R. Markowski review; prepared EEOC production documents and witness files for team attorney review; updated production journal; compared witness file documents to chart of requests for client documents; e-mail correspondence with E. Sullivan re same; prepared client documents for production; created deposition transcript and exhibit databases; prepared production documents and cover correspondence for	2,600.00

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transmission and messenger delivery to B. Tyndall.

8/05/08	JPW	1.50	Reviewed CRST documents for production; conferred with J Barnes re [REDACTED] [REDACTED] reviewed issue re Tuttle [REDACTED]	787.50
8/05/08	EJS	6.00	Telephone conference with L. Long re [REDACTED]; prepared Barager timeline; prepared responses to EEOC's second request for production of documents.	2,970.00
8/05/08	JAH	7.00	Conference with E. Sullivan and L. Long at CRST re [REDACTED] training materials; compiled list of materials for depositions of S. Pinchem, T. Tuttle, S. Barager, D. Chester, J. Shepler; finished chart of [REDACTED] reviewed deposition summary from B. Markowski re O'Donnell deposition; prepared timeline for D. Chester deposition.	2,625.00
8/05/08	JCH	7.00	Printed documents for production; updated witness files; updated production index; prepared documents for depositions.	1,050.00
8/06/08	RTM	7.75	Prepared for and take deposition of T. Tuttle; telephone conference with J. Mathias re EEOC proposal re expert disclosure schedule, Tuttle deposition, and case strategy; drafted flash summary re Tuttle deposition; prepared for S. Pinchem deposition.	5,231.25
8/06/08	JHM	.75	Reviewed proposed stipulation regarding expert witnesses; conference with R. Markowski re same and re overall strategy.	637.50
8/06/08	CK	10.00	Organized exhibits for use at S. Pinchem deposition; prepared client documents for production; revised and indexed document production; updated production index to be sent to EEOC to include dates of past training presentations; coordinated Shepler, Chester and Barager depositions; prepared deposition exhibits for indexing and duplication; filed	2,600.00



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			deposition preparation materials.	
8/06/08	JPW	6.00	Conferred with B Markowski re confidentiality of certain deposition exhibits and testimony under protective order; reviewed file and issues re D Chester; worked on issues re document production for upcoming deponents; reviewed EEOC production re Pinchem; reviewed deposition transcript for S O'Donnell; reviewed CRST documents for production; reviewed D Chester production by EEOC and reviewed draft outline from A Hirth; conferred with A Hirth re review of documents for production; reviewed proposed stipulation from EEOC re scheduling order.	3,150.00
8/06/08	EJS	6.00	Prepared Barager and Shepler timelines; reviewed new documents received from CRST.	2,970.00
8/06/08	JAH	7.00	Reviewed docs and prepared timeline re Diana Chester; reviewed production of Qualcomm; reviewed faxes from EEOC re Pinchem and summarized context for R. Markowski.	2,625.00
8/06/08	JCH	5.00	Updated deposition exhibit database; updated production index; updated deposition exhibits.	750.00
8/07/08	RTM	8.00	Prepared for and took deposition of S. Pinchem; prepared draft e-mail to B. Tyndall re modifications to expert discovery schedule; work re flash summary of Pinchem deposition; followed-up re response to the EEOC's motion to amend the expert disclosure schedule.	5,400.00
8/07/08	JHM	.75	Reviewed and revised draft e-mail to EEOC counsel re cut off for class members; reviewed and responded to correspondence from R. Markowski re strategy and briefing; reviewed summary of Pinchem deposition.	637.50
8/07/08	CK	8.25	Reviewed files for production documents to be used as exhibits to S. Pinchem deposition;	2,145.00

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prepared same for R. Markowski review;  
prepared and revised document production;  
prepared production for messenger and  
Federal Express delivery to EEOC; prepared  
official copies of deposition exhibits for  
shipment to B. Tyndall; prepared client  
documents for team attorney review and  
production; organized and filed witness file  
materials and deposition preparation  
materials; reviewed files for scheduling order;  
prepared same for J. Wolfsmith review.

8/07/08	JPW	7.00	Worked on issues re D Chester deposition; analyzed D Chester documents re examination; commented re same with edits to preparation materials for D Chester deposition for A Hirth; reviewed CRST production re Barager, Chester, Shepler and revised deposition preparation materials re same; conferred with E Sullivan re same; worked with A Hirth on deposition preparation materials; reviewed list of individuals searching for files; reviewed EEOC motion to extend time for scheduling depositions of medical providers.	3,675.00
8/07/08	EJS	10.00	Prepared Barager and Shepler timelines and cross points; reviewed new documents received from CRST.	4,950.00
8/07/08	JAH	10.00	Prepared witness file, time-line, cross-point and allegation comparison chart for Chester deposition.	3,750.00
8/07/08	JCH	7.25	Updated witness files; updated deposition exhibits; indexed same.	1,087.50
8/08/08	RTM	6.75	Followed-up re CRST and EEOC document production issues; work re draft response to EEOC motion to modify schedule; prepared for J. Shepler deposition; telephone conference with B. Tyndall re document production and scheduling issues; followed- up re same.	4,556.25

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8/08/08	JHM	1.25	Reviewed correspondence from T. Wolle re Pinchem deposition; reviewed and revised draft brief in opposition to EEOC scheduling motion.	1,062.50
8/08/08	CK	9.00	Prepared response to motion to amend discovery schedule for filing; met with A. Hirth re same; gathered production documents for use as exhibits to J. Shepler deposition; prepared same for R. Markowski review; prepared additional client documents for production; revised document production; prepared production and cover correspondence for transmission to B. Tyndall; prepared index to 08.07 productions for attorney review and transmission to EEOC; reviewed case files for trip inquiry information and CRST hotline reports; e-mail correspondence with E. Sullivan re same.	2,340.00
8/08/08	JPW	1.00	Worked on response to EEOC motion to modify schedule; worked on issues re files for Cedar Rapids depositions.	525.00
8/08/08	EJS	.75	Reviewed revised Shepler and Barager timelines; corresponded with A. Hirth and R. Markowski re same.	371.25
8/08/08	JAH	6.50	Prepared timeline, cross-points for Shepler and Barager depositions.	2,437.50
8/08/08	PLM	4.00 / -4.00	<div style="border: 1px solid black; padding: 2px; display: inline-block;">REDACTED</div>	640.00 / -640.00
8/08/08	JCH	6.00	Updated deposition exhibits; indexed same; updated witness files; reviewed production files for redacted documents; updated master chronology database.	900.00
8/09/08	RTM	7.00	Prepared for J. Shepler deposition; prepared for D. Chester deposition; prepared for Bavager deposition.	4,725.00
8/09/08	CK	2.50	Organized documents for use as exhibits to J. Shepler deposition.	650.00
8/09/08	EJS	.50	Reviewed and responded to correspondence	247.50

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			re Shepler and Barager timelines.	
8/09/08	JAH	2.00	Prepared timeline, cross-points for Shepler and Barager depositions; reviewed EEOC's Barager production.	750.00
8/10/08	RTM	3.00	Followed-up with C. Kras re deposition exhibits; prepared for D. Chester and S. Barager depositions.	2,025.00
8/10/08	CK	3.50	Collected and prepared additional documents for use as exhibits to J. Shepler deposition; collected documents for use as exhibits to D. Chester and S. Barager depositions; prepared same for duplication.	910.00
8/11/08	RTM	8.75	Prepared for J. Shepler deposition; reviewed draft document response and followed-up with J. Wolfsmith and E. Sullivan re same; take deposition of J. Shepler; prepared summary of Shepler deposition; drafted e-mail to D. Rusch re [REDACTED] telephone conference with D. Rush; prepared for D. Chester deposition.	5,906.25
8/11/08	JHM	.50	Reviewed court order re scheduling deadline for class members issue; reviewed Schepler deposition summary; reviewed correspondence re status.	425.00
8/11/08	CK	8.00	Prepared client documents for production; organized production documents for use as exhibits to D. Chester and S. Barager depositions; prepared production documents for printing and delivery to B. Tyndall; reviewed list of materials requested from client for week 4 depositions; e-mail correspondence to E. Sullivan and J. Wolfsmith re same; coordinated M. Foster and N. Edwards depositions.	2,080.00
8/11/08	JPW	1.50	Worked on issues re additional CRST production; conferred with B Tyndall re supplemental production from CRST; reviewed EEOC request re inadvertently produced document and reviewed issues re	787.50

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same; reviewed issue re D Chester statements for B Markowski and summarized same; reviewed EEOC allegations re N Edwards and M Foster; reviewed Court order re extension of time for treating physician depositions and re request by CRST for deadline to name class members.

8/11/08	EJS	2.75	Edited responses to EEOC's document requests; reviewed new documents received from CRST; prepared and responded to e-mails re document issues; telephone conference with L. Laveck re [REDACTED]	1,361.25
8/11/08	JAH	4.50	Reviewed N. Edwards witness file; prepared timeline for her deposition.	1,687.50
8/11/08	JCH	8.00	Updated master chronology database; updated deposition exhibit database.	1,200.00
8/12/08	RTM	10.25	Prepared for D. Chester deposition; take deposition of D. Chester; meeting with J. Kamp and B. Tyndall re scheduling issues; drafted e-mail to J. Mathias re same; followed-up with J. Wolfsmith and E. Sullivan re discovery issues; prepared for S. Barager deposition.	6,918.75
8/12/08	JHM	.50	Reviewed summary of D. Chester deposition; reviewed correspondence re deposition scheduling and re EEOC position; reviewed correspondence from Moyer & Bergman re scheduling of depositions; memo to R. Markowski re same.	425.00
8/12/08	CK	4.25	Prepared client documents for production; prepared additional document for use as exhibit to S. Barager deposition; prepared production documents re M. Foster and N. Edwards for duplication and team attorney review; prepared deposition exhibits for duplication and indexing; prepared select witness files for duplication re shipment to Moyer & Bergman.	1,105.00
8/12/08	JPW	1.50 / - .50	Reviewed deposition scheduling and EEOC	787.50 / -262.50

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production re deponents; conference call with  
T Wolle re Cedar Rapids depositions;  
reviewed issues re production relating to [REDACTED]

[REDACTED] reviewed B Markowski summary re  
scheduling discussion with J Kamp.

8/12/08	EJS	4.00	Reviewed new documents received from CRST; reviewed and responded to e-mails re documents; reviewed documents for depositions.	1,980.00
8/12/08	JAH	7.00	Prepared timeline for Nicole Edwards deposition.	2,625.00
8/12/08	JCH	7.00	Updated master chronology database; updated deposition exhibits database; organized deposition exhibits.	1,050.00
8/13/08	RTM	6.50	Drafted e-mail to J. Kamp and B. Tyndall re scheduling and discovery matters; drafted e-mail to K. Visser and T. Wolle re schedule for depositions of Tronvold's clients; prepared for S. Barager deposition; prepared summary of Barager deposition.	4,387.50
8/13/08	JHM	.50	Reviewed correspondence from R. Markowski re status and strategy; reviewed Barrager deposition summary; memo to R. Markowski re same.	425.00
8/13/08	CK	3.50	Prepared production documents and cover correspondence for shipment to EEOC; e-mail correspondence with J. Wolfsmith re same; gathered and organized general witness files documents for duplication re shipment to Moyer & Bergman for review; updated deposition status chart; organized deposition exhibits and attorney working files.	910.00
8/13/08	JAH	3.75	Prepared cross-points outline for Nicole Edwards Deposition.	1,406.25
8/13/08	PLM	5.75 / -5.75	[REDACTED]	920.00 / -920.00

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8/13/08	JCH	6.00	Updated master chronology database; updated deposition exhibits database; organized deposition exhibits.	900.00
8/14/08	RTM	4.50	Drafted e-mail to B. Tyndall re deposition scheduling and other discovery issues; followed-up with T. Wolle re arrangements for Cedar Rapids depositions; followed-up re issues raised during initial class member depositions; drafted e-mail to J. Mathias re strategic issues; meeting with J. Mathias re same and follow-up.	3,037.50
8/14/08	JHM	2.50	Reviewed correspondence re scheduling depositions and results of Barager deposition; meeting with R. Markowski re comprehensive review of status and strategy for getting into summary judgment motions.	2,125.00
8/14/08	CK	3.75	Prepared client documents for production; updated witness files for week 4 deponents; created electronic file for client documents; updated same; reviewed production documents for personnel file; e-mail correspondence with J. Wolfsmith re same; prepared deposition exhibits for duplication and shipment to B. Tyndall.	975.00
8/14/08	JPW	6.00	Reviewed EEOC request re alleged inadvertent production; worked on deposition preparation materials for N Edwards and M Foster; reviewed and revised topics for cross examination of N Edwards; prepared topics for examination of M Foster; reviewed B Markowski email with B Tyndall re scheduling and re EEOC production.	3,150.00
8/14/08	EJS	.50	Prepared notice of depositions; reviewed new documents.	247.50
8/14/08	JCH	6.00	Updated master chronology database; updated deposition exhibits database; organized deposition exhibits; updated and organized witness files.	900.00
8/15/08	RTM	2.00	Office conference with A. Hirth re	1,350.00

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preparation of deposition materials and related matters; followed-up with J. Wolfsmith, E. Sullivan, A. Hirth, and C. Kras re deposition follow-up and related matters; prepared for M. Foster deposition; reviewed J. Kamp e-mail re scheduling issues and related matters.

8/15/08	JHM	.50 / .50	<div style="border: 1px solid black; padding: 2px; display: inline-block;">REDACTED</div>	425.00 / -425. <sup>00</sup>
8/15/08	CK	4.25	Prepared additional client documents for production; prepared production documents and cover correspondence for shipment to B. Tyndall; organized M. Foster and N. Edwards witness files for R. Markowski review; prepared electronic versions of deposition transcripts for transmission to T. Wolle; prepared index to 08.14 production; reviewed files for privileged document produced by EEOC; arranged for destruction of same.	1,105.00
8/15/08	JPW	2.50	Worked on deposition preparation materials for N Edwards and M Foster; reviewed additional production from CRST for privilege; conferred with B Tyndall re CRST production indices and re supplemental productions.	1,312.50
8/15/08	JCH	6.00	Updated production index database; prepared attorney working files for off-site storage; indexed same; updated class member spreadsheet with new production documents.	900.00
8/18/08	RTM	5.25	Office conference with J. Malysiak re summary judgment issues and related background; reviewed EEOC filing re case scheduling; prepared for M. Foster deposition; drafted e-mail to D. Rusch re [REDACTED]; followed-up with J. Mathias, et al. re same; drafted e-mail to A. Hirth re analysis of EEOC's bifurcation positions in IPA; followed-up with W. Brackey re [REDACTED]	3,543.75



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			██████████ prepared for N. Edwards deposition.	
8/18/08	JHM	.75/-1.50	Conference with J. Malysiak re summary judgment motion; reviewed EEOC filing re proposed cut off date for new class members; <div style="border: 1px solid black; padding: 2px; display: inline-block;">REDACTED</div>	637.50/-425.00
8/18/08	CK	7.00	Prepared produced version of personnel file for A. Hirth review; updated witness files with recent production documents, training materials and EEOC production documents; prepared witness files for week 4 depositions for shipment to T. Wolle; prepared deposition transcripts for transmission to T. Wolle; collected production documents for duplication and use as exhibits to M. Foster deposition; updated index to document production for transmission to EEOC; prepared client documents for production and shipment to B. Tyndall; updated deposition status chart.	1,820.00
8/18/08	JPW	2.00/-1.50	Reviewed additional production from CRST re L Holt; worked on deposition preparation materials for M Foster and N Edwards; <div style="border: 1px solid black; padding: 2px; display: inline-block;">REDACTED</div> reviewed documents for production and for witness file shipment to T Wolle.	1,050.00/-262.50
8/18/08	EJS	1.00	Reviewed and responded to e-mails re document issues; prepared discovery responses; prepared notice of depositions.	495.00
8/18/08	JTM	4.00/-4.00	<div style="border: 1px solid black; padding: 2px; display: inline-block;">REDACTED</div>	2,400.00/-2,400.00
8/18/08	JCH	3.00	Updated class member spreadsheet with new production documents.	450.00
8/19/08	RTM	8.25	Followed-up with J. Mathias re EEOC's 8/18 filing; office conference with J. Mathias and J. Malysiak re case strategy re bifurcation and related matters; reviewed research re same; drafted e-mails to J. Mathias and J. Malysiak	5,568.75

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re Dial and IPA decisions re bifurcation;  
followed-up with J. Wolfsmith and E.  
Sullivan re discovery issues; worked on draft  
reply brief re EEOC's August 18 filing;  
prepared for M. Foster deposition; prepared  
for N. Edwards deposition.

8/19/08 JHM 2.75 Reviewed memo from R. Markowski re EEOC position on scheduling; conference with R. Markowski and J. Malysiak re strategy for [REDACTED] 2,337.50

[REDACTED] and moving for summary judgment on pattern and practice claims; reviewed relevant case law re same; reviewed EEOC interrogatory response re pattern and practice claim; worked on revisions to reply in opposition to EEOC's proposed cut off date.

8/19/08 CK 5.00 Organized exhibits for use at M. Foster deposition; collected and organized exhibits for use at N. Edwards deposition; updated witness files with recently produced documents; created deposition transcript database. 1,300.00

8/19/08 CJR 1.50/-1.00 Reviewed and prepared e-mails to and from and telephone conferences with R. Markowski re sex harassment expert; 825.00/-550.00

REDACTED

8/19/08 JPW 5.00 Worked on reply for CRST request to modify schedule and require deadline to identify class members; reviewed and revised deposition notices; prepared letter to B Tyndall re same; conferred with T Wolle re deposition files; corresponded to N Plasdon of EEOC re EEOC request for additional file information. 2,625.00

8/19/08 EJS 2.00/-1.50 Reviewed and responded to e-mails re Qualcomm's; telephone conference with L. Oetken re [REDACTED] updated document chart; [REDACTED] reviewed docket for Swift litigation. 990.00/-247.50

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8/19/08	JCH	.50	Organized witness files.	75.00
8/20/08	RTM	6.50	Work re draft response to EEOC's 8/18 filing; office conferences with J. Mathias re same; revised draft filing in light of J. Kamp's 8/20 e-mail regarding discovery schedule; telephone conference with J. Mathias and D. Rusch; prepared for M. Foster deposition; prepared for N. Edwards deposition; reviewed 8/20 order setting new deadlines; drafted e-mail to D. Rusch re same; reviewed A. Hirth research re bifurcation and burden shifting in pattern and practice cases; drafted e-mail to J. Mathias re issues raised by EEOC's 8/20 deposition proposals.	4,387.50
8/20/08	JHM	2.25	Worked on revisions to brief in opposition to EEOC proposed scheduling order; reviewed T. Wolle correspondence re same; memo to R. Markowski re same; worked on further revisions; reviewed EEOC correspondence re new proposal; reviewed K. Visser correspondence; conference with R. Markowski re status; teleconference with D. Rusch re [REDACTED] reviewed correspondence re court order.	1,912.50
8/20/08	CK	3.25	Prepared EEOC production documents for team attorney review; updated R. Markowski exhibit files for materials from production; reviewed files for production documents for A. Hirth and E. Sullivan review; updated deposition transcript database; coordinated M. Foster deposition.	845.00
8/20/08	CJR	.50	Reviewed and prepared e-mails to and from R. Markowski re possible experts.	275.00
8/20/08	EJS	4.00	Edited reply to EEOC's response to CRST's request for a deadline; prepared second supplement to CRST's initial disclosures; reviewed documents for same.	1,980.00
8/20/08	JTM	1.50	Engaged in legal research re leading cases on bifurcation of pattern and practice liability	900.00

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			from individual liability	
8/20/08	JAH	2.00	Reviewed EEOC's Foster production for evidence of post CRST work; reviewed new EEOC Edwards production.	750.00
8/20/08	JCH	.50	Organized witness files.	75.00
8/21/08	RTM	8.50	Prepared for M. Foster deposition; take M. Foster deposition; office conference with J. Mathias re same; prepared for N. Edwards deposition.	5,737.50
8/21/08	JHM	.50	Corresponded with R. Markowski re revised strategy in light of court's scheduling order; conference with R. Markowski re results of today's deposition.	425.00
8/21/08	CK	7.75	Prepared final deposition transcripts for transmission to team attorneys, T. Wolle and K. Visser; updated deposition files with video testimony; updated deposition status chart; reviewed and printed e-mail correspondence and attachments; prepared case correspondence and pleadings for filing; updated e-mail correspondence database; organized and indexed CRST and EEOC production documents and cover correspondence; met with J. Wolfsmith re document production and deposition scheduling; updated case calendar.	2,015.00
8/21/08	CJR	.25	Reviewed and prepared e-mails re new Eighth Circuit opinion re affirmative defense.	137.50
8/21/08	EJS	4.25	Prepared e-mail re [REDACTED] [REDACTED] prepared second supplement to CRST's initial disclosures; prepared discovery responses; conferred with J. Wolfsmith re same; telephone conference with L. Oetken and J. Barnes re [REDACTED] [REDACTED]	2,103.75
8/21/08	JTM	4.00	Engaged in legal research re leading bifurcation decisions in pattern and practice cases	2,400.00

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8/22/08	RTM	7.25	Prepared for N. Edwards deposition; take deposition of N. Edwards; prepared materials for K. Visser and T. Wolle for Tronvold depositions.	4,893.75
8/22/08	CK	5.75	Prepared documents for use as exhibits to N. Edwards deposition; organized and filed deposition materials; prepared official copies of exhibits for duplication; prepared copies of case documents for inclusion in witness files; prepared deposition transcripts for distribution to team attorneys; updated deposition status chart and e-mail correspondence database.	1,495.00
8/22/08	JPW	.75 / - .50	<div style="border: 1px solid black; padding: 2px; display: inline-block;">REDACTED</div> conferred with E Sullivan re CRST harassment policy enforcement and additional documents; reviewed A Hirth research and memo re IPA litigation and bifurcation.	393.75 / - 262.50
8/22/08	EJS	.25	Reviewed and responded to e-mails re interrogatory responses.	123.75
8/22/08	JTM	6.00	Conducted legal re leading bifurcation decisions in pattern and practice cases	3,600.00
8/22/08	JCH	2.00	Updated deposition exhibit database; updated court file.	300.00
8/25/08	RTM	2.50	Work re flash summary of M. Foster deposition; followed-up re discovery issues; office conference with J. Mathias and J. Malysiak re case strategy; followed-up discovery issues.	1,687.50
8/25/08	JHM	2.25	Reviewed EEOC answers to interrogatories re back pay claims; memo to R. Markowski re same; reviewed court opinions and orders in IPA case; memo to R. Markowski and J. Malysiak re same; conference with R. Markowski and J. Malysiak re status and strategy.	1,912.50
8/25/08	CK	6.00	Printed and organized client documents for production; updated driver pairing chart with	1,560.00